



TOWN OF TEWKSBURY ANNUAL TOWN REPORT 1981



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GENERAL GOVERNMENT

Biograph
Town Officers Elections
Town Committees
Town Meeting Warrants
Annual and Specials

Biograph

1. *Town:*
Tewksbury, Massachusetts

2. *County:*
Middlesex, ss.

3. *Location:*
At the junction of two new super highways in northeastern Massachusetts, U. S. Interstate 495 and U. S. Interstate 93. The Town is bordered on the north by the Merrimack River, northeast by Andover, southeast by Wilmington, southwest by Billerica and borders on Lowell on the west. It is 21 miles from Boston, 50 miles from Worcester, 30 miles from Salisbury Beach and 230 miles from New York City.

4. *Population:*
1965 - 18,079; 1970 - 22,755;
1974 - 22,893; 1975 - 24,048;
1960 - 15,902; 1980 - 24,478
 1981 - 24,635

5. *Land Areas:*
20.70 square miles;
10,798.5 acres assessed

6. *Density:*
Persons per square mile: 1950 - 363; 1960 - 768; 1965 - 874; 1970 - 1099; 1975 - 1162.

7. *Climate:*
Mean annual precipitation - 43.40 inches.
Mean temperature - in January, 26.6 degrees;
in July, 73.7 degrees.

8. *Elevation:*
Highest point - Ames Hill, 363 feet;
North section - 200 feet;
West section, 150 feet;
Center, 120 feet;
South section, 105 feet above mean sea level.

9. *Topography:*
Fairly level terrain, with elevations varying from 100 feet to 200 feet above sea level. Soil is a mixture of sandy soil in southern section, wet and moist and of good texture along the central and northern sections.

10. *Established:*
Inhabitants separated from Billerica in 1733.
First Town Meeting held January 14, 1734.
Duly incorporated December 23, 1734.

Elected Officers

Selectmen

Willaim D. Hallisey, Chrm.	1982
Thomas Budrewicz	1982
Richard Morris	1983
Richard Trueba	1983
Charles Coldwell	1984

Board of Health

Brian Sheehan, Chrm.	1982
Michael Daley	1983
Joan Dunlevy	1984

Assessors

Norman Boudreau, Chrm.	1982
Charles Stella	1983
Barbara Flanagan	1984

Town Clerk

Elizabeth Carey	1984
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Treasurer/Collector

Lewis Tremblay	1984
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Auditor

Thomas J. Berube	1982
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Moderator

Alan M. Qua	1982
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Planning Board

Joseph Doherty, Chrm.	1982
David E. Cook	1983
Wilfred Lambert	1984
Robert Sullivan	1985
George B. Donovan	1986

School Committee

Louis Carciofi, Chrm.	1982
Sonja Cuneo	1982
Carol Wareing	1983
James Sullivan	1983
Thomas Cooke	1984

School Committee - Regional Tech.

Wilson E. Brazile	1982
Richard Griffin	1983

Housing Authority

Mary Delaney	1983
Robert Flucker	1984
Leo Chibas	1985
Roland Roy, Chrm.	1986
*William Schuellein	1982
*State Appointee	

Trust Fund Commissioners

Thomas P. Kelley	1982
Charles A. Gaffney	1984

Library Trustee

Kenneth W. Holden	1982
Robert Kerber, Chrm.	1982
Joyce Danis	1983
George R. Collins	1983
Dorothy Fitzgerald	1984
Wilson Brazile	1984

Appointive Officers

Executive Secretary

Ruth Aubert

Town Counsel

Charles Zaroulis, Esq.

Animal Inspector

James Manley

Appraisers

Board of Selectmen

Attendance Officer

Mary E. Raddatz

Board of Appeals

Louis Carciofi	1982
William Schuellein	1982
Bruce Gordon, Jr.	1983
Jean Russell	1984
Robert A. Greenleaf, Chrm.	1984

Assoc. Members

Harry Wilson	1982
Victor Boivin	1982
Gordon Feener	1982
James Elliot	1982
Thomas Girard	1982

Board of Registrars

Thomas J. Casey	1983
Frederick M. Montague	1982
Robert Hunter	1984
Elizabeth Carey, Clerk	1984

Building Commissioner

William Granfield

Cemetery Officer

John Collins

Civil Defense Director

George Yost

Constables

Mary Raddatz	1984
Warren Sholl	1984
Sandra Barbeau	1984
Wilson Brazile	1984
Thomas E. Girard	1984
Alfred Hanley	1984
Paul Johnson	1984
Walter McAvoy	1984
Harold Morang	1984
Peter Routsis	1984
Thomas Fitzpatrick	1984
James Viola	1984
Edwina Ryan	1984
Rudy Simpson	1984
Armand Soucy	1984
Donald L. Stout	1984
Timothy Lynch	1984
William Butt	1984
Marge Brazile	1984
Nelson McArthur	1984

Dog Officer

William Butt, Full-time

Fence Viewers

James Millward	1982
Warren Sholl	1982
Kenneth Stackhouse	1982
Paul Johnson	1982

Town Engineer

William Burris

Town Historian

Loella Dewing

Veterans Agent

Anthony Gizzi

Veterans Burial Indigent

H.L. Farmer & Sons
Tewksbury Funeral Home

Veterans Grave Office

Leslie Collins

Wire Inspector

Hugh Merrill

Weighers

Edward H. Bowley
Thomas E. Bowley
John R. Holmes
Winston C. Briggs
Kenneth T. Tripp
George Brazee
Domenic Pensanalli
Thomas W. Dewhist

Appointed Committees

Community Action Advisory Committee

Bernice Sprague, Chairperson

Conservation Commission

John Scurka	1982
Richard Gath	1982
Peter Peters	1982
Stanely Pelczar	1983
Cosmo DiBiase	1983
David Scott	1984
Robert Fowler, Chrm.	1984

Council On Aging

Mary Love	1982
Robert McDonald	1983
Rose Conners	1983
Bernice Sprague	1984
Brenda Ferullo	1984
Hetta Thompson	1982
JoAnne Aldrich	1982
Ruth McDermott	1983
Warren Hupper	1983
Dennis DeDeo	
Paul McAskill	

John Campbell (deceased)
Father Joseph Blaney (resigned)
Charles Kent (resigned)

Finance Committee

John Kelley, Chrm.	1983
Judy Norton	1982
Bernard McGrath	
Robert Masters	1984
Paul Cleary	1984
Donna Collella (Mem. at large)	1984
Dean Soderstrom	
John Escot	1983
John Phillips	1983
Guy Gallelo (resigned)	1981
Peter Conrad (resigned)	1982

Historic Commission

Maureen Kelley, Chrm.	1982
Priscilla Coldwell	1982
Mary Hallisey	1983
Lois Sherman	1984
Marion Trueba (resigned)	1981
Eileen McDonough	1982

Industrial Commission

John J. King	1982
Milton Monoxelos	1983
Henry Borazzo	1984
Thomas Girard	1985
Edward G. Brown	1986

Northern Middlesex Area Commission

Edward Flanagan, Bd. of Selectmen Rep.

Patriotic Activities Committee

John Rosano, Chrm.
 Louis Madden
 Matthew McGillick
 Charles English
 Mary Novo
 Richard Sutherby
 John Regolino

Recreation Commission

William Perrin	1982
Michael Whelton	1983
Doug McGuire	1984
Richard Barrelle	1985
Roland Desharnais	1986

Solid Waste Representative

Edward Flanagan

Industrial Development Financing Auth.

Thomas H. McLeod	1982
Robert Murch, Chrm.	1983
John Foran	1984
Warren Sholl	1986
Raymond Paczkowski	1985

Cable Advisory Comm.

Edmund Stoddard
 Wallace Decker
 Steve Fudge

SPECIAL GOVERNMENT DISTRICTS**Senators in Congress:**

HONORABLE EDWARD M. KENNEDY (D)
Senate Office Building, Washington

HONORABLE PAUL F. TSONGAS (D)
Senate Office Building, Washington

Congressional District: 5th

EDWARD J. MARKEY
House of Representatives, Washington

State Government:

PATRICIA McGOVERN (D)
Second Essex & Middlesex Senatorial Districts
Senate Offices: State House, Boston, Mass.

JAMES R. MICELI (D)
Twentieth Middlesex Dist. of General Courts:
House of Representatives, State House,
Boston, Mass.

COUNTY GOVERNMENT

Commissioners:
 Michael E. McLoughlin
 John L. Danehy
 Thomas J. Larkin

Annual Town Election

TEWKSBURY, MASSACHUSETTS
April 4, 1981

At a meeting of the inhabitants of the Town of Tewksbury, called by proper Warrant and qualified to vote in the town affairs, held this day at the High School for Precinct 1, Shawsheen School for Precinct 2, and North Street School for Precinct 3, the following business was transacted.

Registers on ballot boxes in the three Precincts showed 0000, and check lists were in order. Polls opened at 10:00 A.M. and closed at 8:00 P.M. There were 3402 votes cast. Prec. 1 - 1373; Prec. 2 - 782; Prec. 3 - 1247.

Prec. 1. - Rita Thompson, Warden - Priscilla Matley, Clerk

Prec. 2. - Mary Proverb, Warden - Muriel Hart, Clerk

Prec. 3. - Lorraine Whitten, Warden - Claire Strazulla, Clerk

ONE SELECTMAN — THREE YEARS

	<i>Prec. 1</i>	<i>Prec. 2</i>	<i>Prec. 3</i>	<i>TOTAL</i>
Charles Coldwell	662	371	610	1643*
Guy Gallelo	547	315	460	1322
Walter Sedlewski, Jr.	144	77	145	366
Blanks	20	19	32	71

BOARD OF HEALTH — THREE YEARS

Joan M. Dunlevy	1006	581	864	2451*
Harold A. Carta	294	155	300	749
Blanks	73	46	83	202

ASSESSOR — THREE YEARS

Barbara A. Flanagan	918	526	744	2188*
Richard E. Griffin	416	232	452	1100
Blanks	39	24	51	114

TREASURER AND COLLECTOR — THREE YEARS

Lewis Tremblay	1036	725	912	2673*
Blanks	337	57	335	729

TOWN CLERK — THREE YEARS

John E. Hedstrom	390	230	407	1027
Elizabeth A. Carey	967	534	825	2326*
Blanks	16	18	15	49

MODERATOR — THREE YEARS

Alan M. Qua	971	551	806	2388*
Blanks	402	231	381	1014

PLANNING BOARD — FIVE YEARS

George B. Donovan	1037	595	887	2519*
Blanks	336	187	360	883

SCHOOL COMMITTEE — THREE YEARS

Thomas L. Cooke	1026	606	893	2525*
Blanks	347	176	352	877

TEWKSBURY HOUSING AUTHORITY — FIVE YEARS

Roland J. Roy	1057	643	911	2611*
Blanks	316	139	336	791

TRUSTEES PUBLIC LIBRARY — THREE YEARS

Wilson E. Brazile	1043	584	859	2486*
Dorothy S. Fitzgerald	935	539	840	2314*
Blanks	768	441	795	2004

TRUST FUND COMMISSIONER — THREE YEARS

Charles A. Gaffney	1084	614	957	2655*
Blanks	289	168	290	747

TRUST FUND COMMISSIONER — TWO YEARS

Richard Stanton	—	5	—	5*
Blanks	1373	777	1247	3397

QUESTION NO. 1

Prec.1 Prec.2 Prec.3 TOTAL

Shall the town vote to accept the provisions of section thirteen of chapter two hundred and fifty eight of the General Laws which provides that the town shall indemnify and save harmless municipal officers, elected or appointed, from personal financial loss and expense including reasonable legal fees and costs, if any, in an amount not to exceed one million dollars, arising out of any claim, demand, suit or judgment by reason of any act or omission except an intentional violation of civil rights of any person under any law, if the official at the time of such act or omission was acting within the scope of his official duties or employment?

YES <input type="checkbox"/>	495	288	452	1235
NO <input type="checkbox"/>	691	374	610	1675
BLANKS	187	120	185	492

(Sec. 13 of Chap. 258)

(By accepting the above section, the Town indemnifies its elected or appointed officers from any act except a violation of civil rights.)

The following questions are authorized by Section 14, Chapter 151, Acts of 1979:

QUESTION NO. 2

Shall an act (Chap. 14 Acts of '61) accepted by the Town in 1961, which placed the following full time positions under Civil Service, be revoked?

YES <input type="checkbox"/>	543	303	351	1377
NO <input type="checkbox"/>	678	382	561	162 (1621)
BLANKS	152	97	155	40 (404)

Wire inspector; building inspector; clerical positions in the Selectmen's office; bookkeeper and custodial positions in the School Department; positions in the classified official and classified labor services in the Water Department; positions in the classified official and classified labor services in the Highway Department, including superintendent; clerical positions in the Tax Collector's office; positions in the classified labor services in the Tree Department; custodial positions in the Town Hall.

(Applies to successors in above positions.)

QUESTION NO. 3

Shall an act (Chap. 2 Acts of '37) accepted by the Town in 1937, be revoked?

	Prec. 1	Prec. 2	Prec. 3	Total
YES <input type="checkbox"/>	573	304	529	1406
NO <input type="checkbox"/>	636	370	562	1568
BLANKS	164	108	156	428

That the office of Chief of Police is subject to the Civil Service laws and rules and regulations relating to police officers and the tenure of office of any incumbent shall be unlimited, subject, however to said law.

(Applies to successor in the above position.

QUESTION NO. 4

Shall an act (Chap. 66 Acts of '75) accepted by the Town be revoked? Said acceptance placed the following positions under Civil Service:

YES <input type="checkbox"/>	521	272	521	1314
NO <input type="checkbox"/>	692	404	563	1659
BLANKS	160	106	263	429

Fire fighter mechanic, fire fighter, ambulance attendant, fire fighter alarm maintenance person, fire lieutenant.

(Applies to successor in above positions.

QUESTION NO. 5

Shall an act (Chap. 39 Acts of 61) accepted by the Town in 1961, providing unlimited tenure for the regular or permanent members of the police force of the Town of Tewksbury, except the Chief thereof, be revoked?

YES <input type="checkbox"/>	536	285	534	1355
NO <input type="checkbox"/>	662	378	551	1591
BLANKS	175	119	162	456

(Applies to successors in above positions.

QUESTION NO. 6

Shall an act (Chap. 86 Acts of '68) accepted by the Town in 1969 providing Civil Service and unlimited tenure for the following full time officers and positions, be revoked?

YES <input type="checkbox"/>	556	279	545	1380
NO <input type="checkbox"/>	651	393	542	1586
BLANKS	166	110	160	436

Fire Chief, Deputy Fire Chief, Fire Captain, Fire Fighter, Police Lieutenant, Police Sergeant, Patrolman, Policewoman and Stenographer and custodial positions in the library.

(Applies to successors in above positions.

QUESTION NO. 7

Shall an act (Chap. 400 Acts of 74) be revoked? The provisions of said act states that all officers and positions of the department (DPW) wherever on a full-time basis shall be subject to Civil Service Law. Section 7 of Article 10 of the General By Laws states that the Public Works By Law is subject to the provisions of said act.

YES <input type="checkbox"/>	564	275	524	1363
NO <input type="checkbox"/>	627	383	543	1553
BLANKS	182	124	180	486

(Applies to successors in above positions.

Annual Town Meeting

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Tewksbury Memorial High School
June 15, 17, 18, 22, 24, 25, and 29, 1981

Moderator Alan M. Qua, qualified to office by the Town Clerk, convened said meeting at 8:10 P.M. Monday, June 15, 1981. A moment of silence was observed in memory of departed official Frederick M. Carter and Police Officer Samuel G. Stephens. An Invocation was offered by Rev. Joseph Blaney, O.M.I. of Saint William's Parish.

ARTICLE 1. The annual Town Election had been held on Saturday, April 4, 1981.

ARTICLE 2. To hear and act upon reports of the various town officers; or take any action relative thereto.

VOTED:

Unanimously to accept, without hearing, the Town Officers' reports as printed in the Annual Reports available at the meeting.

ARTICLE 3. To see if the Town will vote to amend the Personnel By-Law, Section III, WAGE SCHEDULE: Delete the position of Highway Superintendent or take any other action relative thereto.

VOTED:

Finance Committee motion for adoption carried on a unanimous voice vote.

ARTICLE 4. To see if the Town will vote to amend the Personnel By-Law, Section III, WAGE SCHEDULE, and change the title of:

Librarian	to	Library Director
Asst. Librarian	to	Asst. Library Director

or take any other action relative thereto.

VOTED:

Finance Committee moved to adopt which required two-thirds vote. No person opposed. Moderator declares Article 4 adopted by unanimous vote.

ARTICLE 5. To see if the Town will vote to amend the Personnel By-Laws, Section III, to include a five-step salary scale for the position of Building Commissioner:

I	II	III	IV	V
16,400	17,400	18,400	20,400	22,400

or take any other action relative thereto.

Voted:

Finance Committee motion for Indefinite Postponement carried on a unanimous vote.

ARTICLE 6. To see if the Town will vote to amend the Personnel By-Law, Section II, Paragraph (i) to read:

All open salaried positions, part-time or full-time, for Employment in the Town of Tewksbury, shall not be filled until the need for filling the position is substantiated and approved by the Personnel Board. After approval, the position shall be posted for seven full days on the public bulletin board at Town Hall. The Board shall be notified in writing of the dates of posting. This paragraph shall apply to all positions in the Wage Schedule, Section 3.

or take any other action relative thereto.

ARTICLE 6. All open salaried positions, part-time and full-time, in the Wage Schedule, Section 3, for Employment in the Town of Tewksbury shall be submitted to the Personnel Board for review 14 days prior to posting the position for seven full days on the public bulletin board at Town Hall. The Board shall be notified in writing of the dates of posting.

FINANCE COMMITTEE

VOTED:

Adoption of the Finance Committee amendment carried on a unanimous vote. Adoption of the Article, as amended carried on a unanimous vote.

ARTICLE 7. To see if the Town will vote to amend the Personnel By-Law Section III, Paragraph (e) Salaries and Wages, to read:

WAGE SCHEDULE

	I	II	III	IV	V
Confidential Secretary					12,485
Sr. Confidential					14,014
Town Aide - Yearly	7,353	8,163	9,015	9,981	11,050
Town Aide - Hourly	3.77	4.17	4.62	5.12	5.66
Secretary Part-Time - Hourly					3.77
Executive Secretary					21,600
Traffic Supervisor - Per Month					243
Dog Officer	8,291	8,707	9,260	10,350	10,972
Dog Officer - Part-Time					2,311
Supt. of Public Works					25,423
Sr. Civil Engineer					19,414
Sealer of Weights & Measures					1,156
Wire Inspector					3,780
Wire Inspector Asst.					1,156
Plumbing and Gas Inspector					4,489
Veterans Agent	4,561	5,081	5,416	5,911	6,558
	I	II	III	IV	V
Director of Civil Defense					578
Recreation Director					
Permanent Part-Time					8,950
Recreation Instructor					
Part-Time					679
Recreation Leader - Full-Time					10,400
Recreation Asst. Leader -					
Part-Time					5,200
Director Special Needs					
Children					2,236
Dental Hygienist					6,673
Director of Public Health					20,132
Animal Inspector					1,213
Maintenance Craftsman	9,045	10,430	11,544	12,777	14,144
Mini Bus Driver - Per Hr.					3.47
Librarian	11,974	13,172	14,479	15,918	
Asst. Librarian	10,696	11,412	12,130	12,847	
Building Custodian -					
Police Dept.					2,311
Coordinator of Elder Affairs					12,960
Administrative Assistant					
(Selectmen)					13,781
Sanitarian	10,689	11,437	12,238	13,095	14,012
Planning Director	15,984	17,107	18,306	19,602	21,006
Building Commissioner					19,773

or take any other action relative thereto.

Motion by Personnel Board Chairman, Michael Skerry, to table Article 7 carried unanimously.

Two attempts by Mr. Skerry to untangle Article 7 failed on voice votes.

The third attempt to untangle Article 7 was on a motion by Selectman Hallisey and passed on a voice vote.

Finance Committee submits the following amendment:

ARTICLE 7. To see if the Town will vote to amend the Personnel By-Laws, Section III, Paragraph (e) Salaries and Wages, to read:

WAGE SCHEDULE

	I	II	III	IV	V
Confidential Secretary	9,039	9,932	10,917	12,010	13,221
Sr. Conf. Secretary	10,088	11,095	12,208	13,437	14,801

Town Aide - Yearly	7,312	8,075	8,955	9,933	10,957
Town Aide - Hourly	3.74	4.13	4.58	5.08	5.61
Secretary - Part-Time Hourly					3.86
Executive Secretary					23,500
Traffic Supervisors - Monthly					225
Dog Officer	10,746	11,680	12,696	13,800	15,000
Dog Officer - Part-Time					2,140
Supt. of Public Works					24,265
Sr. Civil Engineer					18,701
Sealer of Weights & Measures					1,070
Wire Inspector					3,500
Wire Inspector - Asst.					-0-
Plumbing & Gas Inspector					4,157
Veterans Agent					9,529
Director of Civil Defense					535
Recreation Dir. - Perm. Pt.-time					-0-
Recreation Instructor -Full-time					-0-
Recreation Leader - Full-time					10,355
Recreation Asst. Leader -Pt.-time					5,178
Director of Special Needs Children					2,432
Dental Hygienist					6,541
Director of Public Health					19,366
Animal Inspector					1,123
Maintenance Craftsman	9,100	10,383	11,414	12,106	13,821
Mini-Bus Drivers - Hourly					3.58
Librarian	11,812	12,921	14,132	15,464	
Asst. Librarian	10,629	11,292	11,957	12,620	
Build. Custodian - Police Dept.					2,140
Coordinator of Elder Affairs					12,725
Administrative Assistant					-0-
Sanitarian	10,622	11,315	12,057	12,850	13,699
Planning Director	15,525	16,565	17,675	18,875	20,175
Building Commissioner					19,033

Personnel Board Chairman stated the Personnel Board is in agreement with the Finance Committee recommendation, except for the following five (5) positions and moves to amend with the Finance Committee figures except the amounts stated below for said five (5) positions.

	I	II	III	IV	V
Supt. of Public Works					25,423
Sr. Civil Eng.					19,414
Veterans Agent	7,128	7,665	8,242	8,862	9,529
Librarian	11,974	13,172	14,479	15,918	
Asst. Librarian	10,696	11,412	12,130	12,847	

Tom Henderson motions for zero (0) salary on the position of Planning Director.

Elizabeth Desmarais, Library Director, submitted an amendment:

Assistant Library Dir.	11,500	12,248	13,044	13,892
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Motion to move the previous question carried on a voice vote.

VOTED:

Finance Committee amendment, after uncertain voice vote, fails on standing vote 40 in favor, 46 opposed.

Personnel Board amendment carries on a standing vote of 58 in favor, 19 opposed. Henderson amendment fails on a voice vote.

The Library Director amendment, after uncertain voice vote, carries on a standing vote of 35 in favor, 22 opposed.

Moderator motions to adopt Article 7, as amended. On a voice vote an overwhelming majority of those present vote YES (No Nay vote taken). Moderator declares article passes.

NOTE: Vote as taken carries with two amendments having different amounts for the Assistant Library Director.

ARTICLE 8. To see if the Town will Vote to fix the salaries of the several Elected officials for the fiscal year 1981-82 as follows:

	1979-80 Approved Salary	1980-81 Present Salary	1981-82 Requested Salary	Fin. Com. Recommendation
Assessors				
Chairman	7,000	7,000	7,000	7,000
Members (2)	4,000	4,000	4,000	4,000
Auditor	9,000	9,000	10,000	9,000
Clerk	14,500	14,500	14,500	14,500
Board Health				
Chairman	500	500	700	500
Members (2)	400	400	600	400
Moderator	100	100	100	100
Planning Board				
Chairman	800	800	800	800
Members (4)	700	700	700	700
Selectmen/DPW				
Chairman	3,500	3,500	3,500	3,000
Members (4)	3,200	3,200	3,200	2,700
Treasurer/Collector	25,000	18,270	25,000	25,000

VOTED:

Moderator marked Moderator and Selectmen/DPW for debate as requested from the floor. Finance Committee moved for adoption of salaries not under debate and voice vote carries, unanimously. Finance Committee motions for Moderator's salary of \$100.00, Mr. Armando DeCarolis for \$2,500.00, and Selectman Hallisey for \$500.00 carries on a standing count of 414 yes, 41 opposed, after the unanimously on Selectmen/DPW figures of \$3,500.00 and \$3,200.00 after Selectmen and Finance Committee agree to leave these figures in Article 8, although Selectmen agree to receive only the \$3,000.00 and \$2,700.00 amounts for Fiscal 1982.

ARTICLE 9. To see what sums of money the Town will vote to raise and appropriate or transfer from available funds, or otherwise, for its necessary and expedient purposes, hereinafter designated, and determine that the same be expended only for such purposes under the direction of the respective boards, committees, and officers, as follows:

ARTICLE 9 ANNUAL BUDGET - EFFECTIVE JULY 1, 1981
TO RAISE AND APPROPRIATE EXCEPT WHERE NOTED
* INDICATES OTHER AVAILABLE FUNDS

DEPARTMENT	SALARIES & WAGES	OPERATING	OUTLAY
Aging	\$ 12,725.00	\$11,000.00	\$.00
Cont. Jan. Services		5,500.00	1,600.00 (Merr. Val. Home Care)
Appeals	2,200.00	1,800.00	.00
Assessors	53,080.00	14,175.00	.00
Auditor	39,227.00	1,020.00	.00
Building	32,952.00	2,750.00	.00
Civil Defense	535.00	350.00	500.00
Auxiliary Police		1,300.00	
Clerk	41,736.00	2,505.00	.00
Printing		9,000.00	
Community Action	11,539.00	1,255.00	.00
Conservation Commission	760.00	320.00	.00
Dept. Public Works			
Total S & W	\$565,039.00		
Rev. Sharing	<u>275,417.00</u>		
	289,622.00	246,150.00	6,300.00
S & W Breakdown			Outlay Breakdown
Regular	556,439.00		300.00 2 HandMow
Overtime	6,000.00		6,000.00 Wtr. Mtr.
Night Call	2,600.00		Replace.

Machinery Oper.		30,000.00		
Snow/Ice Control		101,003.00		
Drainage Control		8,000.00		
Gas/Diesel Acct.		90,000.00		
Resurfac. Prog.		10,000.00		
Safety Sign Acct.		4,000.00		
Andover Water		5,000.00		
School Traffic Lights		500.00		
Clean & Refurb.				
Wells		20,000.00		
Dog Control	15,000.00	4,000.00		.00
Election Officials	7,000.00	.00		.00
Finance Committee	1,200.00	500.00		.00
Fire				
Total S & W	\$1,484,356.00			
Rev. Sharing	<u>275,417.00</u>			
	1,208,939.00	39,800.00		1,000.00
S & W Breakdown				
Regular	1,263,541.00			
Overtime	27,560.00			
Sick	39,420.00			
Vacation	140,860.00			
Personal	12,975.00			
Health	45,707.00	24,400.00		.00
Rubbish Disposal		85,000.00		
Historic	.00	50.00		.00
Library	68,570.00	9,358.99		.00
Moderator	500.00	.00		.00
Municipal Building	500.00	250.00		.00
Police Station Repairs		300.00		
Personnel	1,150.00	186.00		.00
Planning Board	29,923.00	2,225.00		.00
Police				
Total S & W	\$1,189,505.00			
Rev. Sharing	<u>275,417.00</u>			
	\$ 914,088.00	39,030.00		15,000.00
S & W Breakdown				
Regular	1,038,155.00			
Perm. PT.Tm.	2,100.00			
Overtime	118,000.00			
Traffic Gds.	29,250.00			
Janitor	2,000.00			
Out of State Travel		100.00		
Recreation	5,200.00	27,000.00		.00
Youth Baseball		15,000.00		
Youth Hockey		15,000.00		
Exceptional Children	5,926.00	9,625.00		.00
Regional Voc. School		736,740.00		
Registrars	1,450.00	2,650.00		.00
School Department				
Total S & W	\$7,319,331.00			
Pub. Law 874	<u>30,000.00</u>			
	7,289,331.00	2,777,209.00		31,260.00
Out of State Travel		2,200.00		
Selectmen	78,273.00	15,500.00		.00
Consultant		3,000.00		
Industrial Comm.	300.00	250.00		.00
Solid Waste Stu.Comm.	.00	.00		.00
Town Counsel	25,000.00	.00		.00
Town Hall	\$ 19,542.00	\$22,400.00		\$ 3,000.00
Treasurer/Collector	128,839.00	24,140.00		.00

Unclassified			
Street Lighting		90,600.00	
Unemployment Comp		30,000.00	
Fire & Liab. Ins.		110,000.00	
Group Insurance		355,000.00	
Cemeteries		1,000.00	
918 Main St.		500.00	
974 Main St.		500.00	
Maturing Debt		355,000.00	
Interest Matur. Debt.		345,760.00	
Interest Temp. Loans		100,000.00	
Patriotic Activities	.00	8,000.00	.00
Veterans Aid	23,500.00	1,840.00	.00
		70,000.00	
Weights & Measures	1,070.00	300.00	.00
Wiring	3,700.00	624.00	.00
Indust. Dev. Fin. Auth.	600.00	350.00	.00
Total Raise & Appr.	10,359,684.00	5,891,015.99	58,660.00
Article #9			

ARTICLE 9 - ANNUAL BUDGET FISCAL 1982

Total Budget Appropriation	\$17,165,610.99
Less Revenue Sharing	826,251.00
Schools Public Law 874	30,000.00
Budget Appropriated by Taxation	\$16,309,359.99

Attest:

Elizabeth A. Carey
Town Clerk

AMENDMENT — SCHOOL DEPARTMENT

To raise and appropriate the sum of \$10,130,000.00 to the School Committee for the operation of the Tewksbury Public Schools as follows:

	REQUEST	PL 874	APPROPRIATED
Salary	\$7,319,331.00	- \$30,000	\$7,289,331.00
Deferred	0		0
Operating	2,777,209.00		2,777,209.00
Outlay	31,260.00		31,260.00
Out of State	2,200.00		2,200.00
	<u>\$10,130,000.00</u>	<u>\$30,000</u>	<u>\$10,100,000.00</u>
TOTAL	\$10,100,000.00		

Further, in the event that the Town of Tewksbury should receive any uncommitted monetary reimbursements (estimated receipts) made available from the State, Federal or County governments in excess of \$17,063,769 appropriated for Fiscal Year 1982, the Town does hereby appropriate for the Fiscal Year 1982 School Committee salary account an amount equal to seventy-five (75) per-centum of said uncommitted monetary reimbursements. In no case shall the total school appropriation for Fiscal Year 1982 exceed an amount equal to \$11,400,000.00

APPROPRIATIONS FOR FISCAL 1982

ARTICLE NO.	RAISE & APPROPRIATE	TRANSFER FROM FUNDS	
9 ANNUAL BUDGET	\$ 16,309,359.99	\$ 826,251.00	Rev. Shar.
		30,000.00	P.L. 874
10 Reserve Fund		57,000.00	Overlay Reserve
13 Selectmen's P.L.		17.57	Int. Funds
94-369 Oper.			Accumulated Title II P.W. Empl. Act 1976 P.L. 94-369

15 Bus Service Contract			
Board of Selectmen	15,000.00		
20 James Hileman -			
Occup. Injury	140.30		
22 Outstanding Bills	14,453.59		
26 Claim: Flodin-Partridge	766.00		
29 Tax Title: Foreclosure	11,875.00		
30 Tax Title: Taking	28,950.00		
35 Library Oper. Account		12,024.50	Chap. 760 Acts 1960
36 Library Oper. Account		1,692.01	Chap. 140 Sec. 172
38 Library Oper. Account	145.14		
41 Nothorn Middlesex			
Area Comm.	5,958.00		
44 R.B. Kinneen -			
Vehicle Damage	252.43		
45 Medical Associates	75.00		
46 Choate Memorial Hosp.	20.15		
	<u>\$16,386,995.60</u>	<u>\$926,985.08</u>	

ATTEST:
Elizabeth A. Carey

APPROPRIATIONS CERTIFICATE — FISCAL 1982 RECAPITULATION

TAX LEVY:	(Total Raise and Appropriate)	\$ 16,386,995.60
ARTICLE 11.	Authorize and direct the Assessors to take \$300,000.00 from free cash to reduce the tax levy.	<u>300,000.00</u>
NET TAX LEVY:		\$ 16,086,995.60
	TOTAL APPROPRIATION	<u>\$ 17,313,980.68</u>
	From Tax Levy	\$ 16,386,995.60
	From Revenue Sharing*	826,251.00
	From Other Available Funds**	<u>100,734.08</u>
		\$ 17,313,980.68
	Free Cash	<u>300,000.00</u>
	Total Appropriation Less Free Cash	\$ 17,013,980.68

*SCHEDULE A — Revenue Sharing

Dept. of Pub. Works	S&W \$275,417.00
Fire Dept.	S&W 275,417.00
Police Dept.	S&W 275,417.00
	<u>826,251.00</u>

**SCHEDULE B — Other Available Funds

Schools Pub. Law 874	\$30,000.00
Overlay Surplus	57,000.00
Int. Funds Accum. P.L.94-369	17.57
Library Chap. 760 Acts 1960	12,024.50
Library Chap. 140 Sect. 172	<u>1,692.01</u>
	<u>\$100,734.08</u>

I hereby certify that the foregoing funds were appropriated at the 1981 Annual Town Meeting convened on June 15, 1981 and adjourned sine die on June 29, 1981.

ATTEST:
Elizabeth A. Carey
TOWN CLERK

ARTICLE 10. To see what sum of money the Town will vote to raise and appropriate and/or transfer from Overlay Reserve for a reserve fund, pursuant to the provisions of Chapter 40, Section 6; or take any action relative thereto.

VOTED:

Finance Committee moved for adoption to transfer the sum of \$57,000.00 from Overlay Reserve for a reserve fund, which carried unanimously on a voice vote.

ARTICLE 11. To determine what sum the Town will authorize and direct the Assessors to take from available funds to reduce the tax levy for the current year, or take any action relative thereto.

VOTED:

Finance Committee moved for adoption in the sum of \$300,000.00 taken from available funds, Free Cash. Voice vote carried unanimously.

ARTICLE 12. To see what sum of money the Town will vote to transfer from E&D to the Stabilization Fund under the provisions of Chapter 40, Section 5B of the General Laws; or take any action relative thereto.

VOTED:

Finance Committee moved for Indefinite Postponement which carried unanimously on a voice vote.

ARTICLE 13. To see if the Town will vote to authorize the transfer of \$17.57 interest funds accumulated under Title II of the Public Works Employment Act of 1976, Public Law 94-369, to the Board of Selectmen's Operating Account Fiscal 1981 such monies to be expended in compliance with the requirements of said act or take any action relative thereto.

Selectman Morris motions to amend, by adding "Public Law 94-369" before the word "operating" in line four (4).

VOTED:

Article carries on a voice vote of Finance Committee motion to adopt, as amended.

ARTICLE 14. To see if the Town will authorize the Board of Selectmen to institute suits on behalf of the Town or defend any suits that are, or may be brought against the Town, and to sign any contracts or agreements in behalf of the Town; or take any action relative thereto.

VOTED:

Finance Committee moved for adoption which carried unanimously on a voice vote.

ARTICLE 15. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of

money as a subsidy to obtain bus service for the Town of Tewksbury and to authorize the Board of Selectmen to execute a contract in the name and in behalf of the Town for such bus service upon terms and conditions as the Board of Selectmen deem advisable, or take any action relative thereto.

VOTED:

Finance Committee moved to Raise and Appropriate the sum of \$15,000.00 for the purpose of this article, which carried unanimously on a voice vote.

ARTICLE 16. To see if the Town will vote to authorize the Board of Selectmen to sell, after first giving notice of the time and place of sale by posting such notice of sale in some convenient and public place in the Town and advertising for three successive weeks at least fourteen days before the sale, property taken by the Town under tax title procedure, provided that the Board of Selectmen or whomsoever they may authorize to hold such public auction may reject any bid which they deem inadequate, or take any action relative thereto.

VOTED:

Finance Committee moved to adopt which carried unanimously on a voice vote.

ARTICLE 17. To see if the Town will vote to authorize the Board of Selectmen pursuant to General Laws, Chapter 40, Section 40, to purchase water from the Towns of Andover, Billerica, Wilmington, and the City of Lowell, or take any action relative thereto.

VOTED:

Finance Committee moved for adoption which carried unanimously on a voice vote.

ARTICLE 18: To see if the Town will vote to authorize the Selectmen to contract with the Northeast Solid Waste Committee for the disposal of solid waste, which contract will (1) be for a term of twenty years, more or less; (2) include provisions for the delivery of minimum amounts of acceptable waste and payments for the use of the facilities to be based in part thereon; (3) provide for unit prices for the disposal of acceptable waste that will be graduated and for adjustments thereof, for the use or sale of steam, electricity and other by-products resulting from the use of the facility, and for credits or payments to the Town resulting therefrom; (4) provide for similar commitments by other communities; (5) provide for the use by the Town, other municipalities or other persons of the uncommitted capacity of such facility; (6) contain other provisions incidental and related to the foregoing general matters; and, (7) be generally in the form of proposed contract negotiated by representatives of the member communities of the Northeast Solid Waste Committee (NEWSC) with such changes therein as may be approved by said Board of Selectmen, a copy of which is on file in the office of the Town Clerk; or act in any other manner in relation thereto.

Selectman Hallisey moved to amend, to delete words "Northeast Solid Waste Committee" wherever it appears in the article.

VOTED:

Finance Committee moved for adoption. Amendment carries on a voice vote. Article, as amended, carries on a unanimous voice vote.

ARTICLE 19. To see if the Town will vote to amend the zoning by laws Section 16 "Flood Area Regulations" by deleting sub-section 16.1 and adding a new sub-section 16.1 which reads as follows: 16.1 The following Sections shall be applicable in all districts of the Town which are classified as being within Zone A, A1-30 on the Federal Insurance Administrations Flood Insurance Rate Maps (FIRM), effective July 2, 1981 which map(s), as amended from time to time, shall be kept on file with the Town Clerk, the Planning Board, the Building Inspector and the Town Engineer.

VOTED:

Selectmen and Planning Board move for adoption. Moderator advises 2/3 vote required. No one stands opposed. The Moderator recognizes more than 50 in favor and declares unanimous vote. (Approved by Attorney General 10/9/81)

ARTICLE 20. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$140.30 for payment to James Hileman in settlement of court case for an occupational injury received while in the employ of the Town of Tewksbury, said monies to be expended by the Board of Selectmen, or take any other action relative thereto.

VOTED:

Finance Committee moved for adoption to Raise and Appropriate the sum of \$140.30, for the purpose of the article. Voice vote carried.

ARTICLE 21. To see if the Town will vote to authorize the Baord of Selectmen to request the State Legislature to enact a special act establishing a Selectmen-Town Administrator plan, a copy of which proposal may be examined at the Office of the Town Clerk and Board of Selectmen, Town Hall, or take any other action relative thereto.

VOTED:

Finance Committee moves for Indefinite Postponement. Selectman Trueba moves for adoption. Selectman Trueba, later, moves to withdraw. Motion to move the question carried on a voice vote. Vote, to Indefinitely Postpone carried on a standing count of 322 in favor, 170 opposed. Motion for reconsideration, "In hopes it doesn't prevail", by Mr. N. Boudreau, fails.

ARTICLE 22. To see if the Town will vote to raise and appropriate or transfer from available funds the following sums for the purpose of paying outstanding bills of previous years or take any other action relative thereto.

WIRE INSPECTOR	
Hugh E. Merrill	\$13.08
BUILDING DEPT.	
The Lowell Sun	\$114.68
POLICE DEPT.	
Mass. Electric Co.	\$257.88

Amended article follows:

Medical Bills - Allen Hancock Unpaid	
Winchester Hospital	\$9,342.95
North Shore Radiological Assoc.	153.50
Northeast Orthopedics, Inc.	2,670.00
Edward T. Heck, PH.D	140.00
Peter S. Bradshaw, M.D.	110.00
Winchester Anesthesia Assoc.	177.00
Case Surgical Appliance Co.	455.00
John J. McGillicuddy	15.00
	<hr/>
	\$13,063.45
Mass. Elec. —	1,004.50
	13.08
	114.68
	257.88
	<hr/>
	\$14,453.59

VOTED:

Finance Committee amendment accepted on a voice vote. To Raise and Appropriate \$14,453.59, for the purpose of the article, as amended, passed unanimously on a voice vote.

ARTICLE 23. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$241.40 to be expended by the Board of Public Works, in settlement of a claim by Michael W. Kaplon, for property damage to his automobile which occurred on or about June 10, 1980, as a result of an alleged street defect, or take any other action relative thereto.

VOTED:

Motion to withdraw, by the Board of Selectmen, carried on a unanimous voice vote.

ARTICLE 24. To see if the Town will vote to accept as a town way the layout of the following described street, as laid out by the Board of Selectmen, under the provisions of Chapter 82, of the General Laws, as amended, relating to the layout, alterations, relocations and discontinuance of public ways and specific repairs thereon, which layout is filed in the office of the Town Clerk and which said plan therein is referred to for a more particular description, and to authorize the Board of Selectmen to take by right of Eminent Domain such land, slope and drainage or other easement as may be necessary to effect the purpose of this article, and to determine how an appropriation shall be raised, whether by taxation or by transfer from available funds, by borrowing or otherwise, for the purpose hereof and for the payment of any damages resulting from the taking of land and slope easements and other easements therefor, or take any other action relative thereto.

CATAMOUNT ROAD from North Street, Northeast 3400, more or less, to end of the cul-de-sac.

VOTED:

Finance Committee moved for adoption, which carried on a voice vote.

NOTE: No amendments or proposals were made regarding monies or means for the purpose of this article.

ARTICLE 25. To see if the Town will vote to authorize the Board of Selectmen to apply for, accept and enter into contracts from time to time for the expenditure of any funds allotted to Tewksbury from the Commonwealth of Massachusetts or the U.S. Government under any state or federal grant program.

VOTED:

A motion by the Finance Committee to Indefinitely Postpone failed on a voice vote. Selectmen motion to adopt, carried on a voice vote.

ARTICLE 26. To see if the Town will vote to raise and appropriate the sum of \$766.00 in settlement of a property damage claim by Foldin-Partridge, Inc. which occurred on or about March 16, 1976, when their vehicle was struck by a DPW vehicle, or take any other action relative thereto.

VOTED:

Finance Committee motion to Raise and Appropriate the sum of \$766.00, for the purpose of this article, carried unanimously on a voice vote.

ARTICLE 27. To see if the Town will vote to raise or appropriate an amount up to \$475,000, to be expended with State matching funds for water leak detection and main rehabilitation, as set forth under Chapter 805 of the Acts of 1979, as amended by Chapter 81 of the Acts of 1980, and the Town's share of the funds will come from water revenues.

VOTED:

Finance Committee moved for Indefinite Postponement, carried on a voice vote.

ARTICLE 28. To see if the Town will vote to raise and appropriate, or transfer from available funds, or to bond under Section 6A of Chapter 44 of the General Laws, \$105,910, to be reimbursed from the Commonwealth, under Chapter 329 of the Acts of 1980 and Chapter 570 of the Acts of 1980, with the funds to be expended by the Board of Selectmen for the purpose of providing engineering services, plans, specifications, and contract documents for the reconstruction of the following intersections, or take any other action relative thereto.

- A. Main Street/Route 38 and Route I-495;
- B. Main Street/Route 38 and Shawsheen Street;
- C. Andover Street/Route 133 and North Street;
- D. Whipple Road and Chandler Street;
- E. Pleasant Street and Whipple Road;

F. Shawsheen Street, Foster Road, Patten Road and Beech Street intersection (Kyricos Square).

VOTED:

Finance Committee's move for Indefinite Postponement carried on a voice vote.

ARTICLE 29. To see if the Town will vote to authorize the Board of Selectmen and the Treasurer to foreclose, either through Land Court or by affidavit of the Commissioner of Corporations and Taxation, twenty-four tax titles held by the Town of Tewksbury for more than six months, and vote to raise and appropriate the sum of \$11,875.00 therefor.

VOTED:

Finance Committee moved for adoption and to Raise and Appropriate the sum of \$11,875.00, for the purpose of the article. Voice vote carried, unanimously.

ARTICLE 30. To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$28,950.00 for the purpose of taking, in the name of the Town of Tewksbury, all parcels of land on which 1980 and 1981 taxes remain unpaid.

VOTED:

Finance Committee moved for adoption and to Raise and Appropriate the sum of \$28,950.00, for the purpose of the article. Voice vote carried, unanimously.

ARTICLE 31. To see in the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1981, in accordance with the provisions of the General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with the General Laws, Chapter 44, Section 17.

VOTED:

Finance Committee motion to adopt carried on a unanimous voice vote.

ARTICLE 32. To see if the Town will vote to petition the General Court for passage of a special law permitting Bond Anticipation Notes of the Town to be payable not later than three years from the date of the original loan.

Treasurer notified the Finance Committee that he would like to withdraw this Article.

VOTED:

Motion to withdraw carried on a unanimous voice vote.

ARTICLE 33. To see if the Town will vote to authorize the Board of Selectmen to petition the Legislature for the Commonwealth of Massachusetts to enact a special

act authorizing the conveyance by the Conservation Commission to a private party to be used for residential purposes and to authorize the Conservation Commission to convey said premises for a sum of money, said premises being a parcel of land situated on Maple and Heath Streets, and shown on Assessors' Map 69, Lot 72, consisting of approximately 6,562 square feet of land, more or less, and having been acquired by the Conservation Commission pursuant to Massachusetts General Laws Chapter 40, Section 8C, and Article 45 of the 1972 Annual Town Meeting, or take any other action relative thereto.

VOTED:

Finance Committee motion for Indefinite Postponement failed on a voice vote. Tom Conlon presented an amendment to add "Road" after the word "Maple" on the sixth line and to strike the "S" from Streets in line 7; carried on a voice vote. Conservation Commission motion to adopt, as amended, carried on a voice vote.

ARTICLE 34. To see if the Town will vote the money received from the Merrimack Valley Nutrition Program from the use of kitchen facilities at the Senior Citizens' Center, to aid in the support of the Senior Citizens' Center and to transfer such sums to the Council on Aging Operating Account, or take any action relative thereto.

VOTED:

Finance Committee moved for Indefinite Postponement. Paul McAskill motions to adopt. Indefinite postponement carries on a voice vote.

ARTICLE 35. To see if the Town will vote the sum of \$12,024.50, received from the Commonwealth of Massachusetts under Chapter 760 of the Acts of 1960 to aid in the support of the Public Library, and to transfer such sum to the Library Operating Account; or to take any action relative thereto.

VOTED:

Finance Committee moved to adopt and Transfer the sum of \$12,024.50 to the Library Operating Account, carried on a voice vote.

ARTICLE 36. To see if the Town will vote the money received from the County from the licensing of dogs for the ensuing year, to aid in the support of the Public Library, as mandated by Section 172 of Chapter 140 of the Massachusetts General Laws, and to transfer such sum to the Library Operating Account; or to take any action relative thereto.

VOTED:

Finance Committee moved to adopt and to Transfer the sum of \$1,692.01, which carried on a voice vote.

ARTICLE 37. To see if the Town will vote to authorize the Board of Selectmen to petition the General Court of the Commonwealth of Massachusetts to enact a special

act authorizing the creation of a so-called revolving account whereby monies received by the Library Trustees for lost books and other library materials may be expended by the Library Trustees without appropriation by the Town Meeting to purchase replacements for these materials, or to take any action relative thereto.

VOTED:

Robert Kerber, Library Trustee, moved to withdraw Article 37. Voice vote carried unanimously to withdraw Article 37.

ARTICLE 38. To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$5,600.00 for the replacement of library materials borrowed during 1980, and deemed irretrievable or lost, and to transfer such sum to the Library Operating Account, or to take any action relative thereto.

Finance Committee moved for Indefinite Postponement. Elizabeth Desmarais motioned to amend to eliminate starting with the word "Raise" in line one and to and including the word "Lost" in line three and in their place substitute: "Transfer from Available Funds the sum of \$145.14, for the replacement of lost library materials which have been paid for. After some discussion the Librarian changed the word "Transfer" to "Raise and Appropriate" in her amendment.

VOTED:

Amendment to Raise and Appropriate \$145.14 for the Library Operating Account carried on a voice vote. Article 38, as amended carried on a voice vote.

ARTICLE 39. To see if the Town will vote to transfer the sum of \$100.00 bequeathed to the Public Library, from the estate of the late S. Albert Kaufman, into the Library Operating Account, or to take any action relative thereto.

VOTED:

Robert Kerber, Library Trustee, moved to withdraw Article 39. Voice vote carried to withdraw Article 39.

ARTICLE 40. To see if the Town will vote to rescind Article 45A of the 1980 Annual Town Meeting and to delete from subparagraph 16 of the Tewksbury Zoning By-Laws Section 4.6.G. the following words: "Ceramic products (electrical kilns only)" and to hereby vote to amend the Tewksbury Zoning By-Laws by adding subparagraph 17 to Section 4.6.G. to read as follows:

	RG	BL	BG	IL	IH	IHA	MFD
17. Ceramic products (electrical kilns only)							
	NO	NO	NO	YES	YES	YES	NO

or take any other action relative thereto.

VOTED:

Motion by Joe Doherty, Chairman of the Planning Board, to adopt. No one stands opposed and the Moderator recognizes over 100 in favor. 2/3 vote required. Approved by the Attorney General, October 9, 1981.

ARTICLE 41. To see if the Town will vote to raise and appropriate the sum of \$5,958.00 for the purpose of paying the Town of Tewksbury's apportioned cost to the Northern Middlesex Area Commission, said cost being based on \$0.2764 per capita according to the most recent decennial census (1970) as provided in Massachusetts General Laws, Chapter 40B, Section 7, for the year July 1, 1981, through June 30, 1982.

VOTED:

Finance Committee moved for adoption and to Raise and Appropriate the sum of \$5,958.00, for the purpose of the Article, carried on a unanimous voice vote.

ARTICLE 42. To see if the Town will vote to amend the Tewksbury Zoning By-Laws by revising Section 4.7 to the present Section 4 to read as follows and to update the Sections affected by this revision, namely Sections 4.6 and 5.3:

4.7

1. Multiple-Family dwellings will be permitted only in a MULTIPLE-FAMILY DISTRICT (MFD). (Ref. Article 67 of the 1978 Town Meeting).

2. This section is intended to regulate the placement of any Multiple-Family Dwellings (MFD) in an area zoned for this useage and in no way is intended to supercede, modify or conflict with the powers and duties delegated to the Planning Board pursuant to the Subdivision Control Law (Chapter 41).

3. All proposed multiple family dwellings in an MFD District shall require the record owner to obtain a special permit from the Planning Board. Prior to or in conjunction with the filing of an application for a special permit with the Planning Board, the applicant shall file a copy of said application with the Board of Health and the Dept. of Public Works, together with site plans, elevation plans and sewerage plans. All plans shall be prepared by a registered architect or engineer to a scale of not less than forty feet to the inch and shall clearly show property names, names of abutters as shown on most recent real estate tax list, sizes and location of proposed structures, existing and proposed contours at 2-foot intervals, number and location of parking spaces, walks, location and availability of water, sewerage and drainage systems, driveways and vehicular circulation, recreation areas, open space and conservation areas. All land use shall be designated on the site plan. All landscaping and site development details, including walls, fences, outdoor lighting and ground surface materials shall be indicated. Bounding streets and points of vehicular and pedestrian access shall be shown. Any existing adjacent structures within 50 feet of the site boundary shall be shown, as well as any unused or unique natural feature of public area in the immediate vicinity. Phasing possibilities, if any, shall be shown on the site plan. The Dept. of Public Works and the Board of Health shall within 45 days of the date of such filing, transmit to the Planning Board a report with their recommendations accompanied by such material, maps or plans as will aid the Planning Board in judging the

application. It is incumbent upon the applicant to substantiate to the Planning Board that the required information has been submitted to the Board of Health and the Dept. of Public Works. Failure to do so is reason for rejection of application. (Letter from applicable Board or copy of stamped receipt and dated plan will suffice.)

The Planning Board shall not render any decision on an application for a special permit until said reports have been received and considered or until 45 days have lapsed from receipt of applications and until after a hearing is conducted on said application. The Planning Board shall conduct a hearing on said application within 30 days of the transmission of the reports, accompanied by the materials, maps or plans from both the Dept. of Public Works and the Board of Health. Within 30 days of said hearing, the Planning Board shall render a decision on said application for a special permit. A special permit shall become invalid unless the work or action authorized under it shall have commenced within one year after the Planning Board has issued or granted such special permit.

- a. Provision shall be made for not less than 2 parking spaces per unit, one of which shall be completely enclosed, having dimensions of each space not less than 10 feet in width and 20 feet in length. Detached parking garages will be permitted and designed so as to compliment the building design and site layout, but shall not be constructed within the setback areas.
- b. The owner or owners shall be responsible for the maintenance of common areas, including but not limited to, snow plowing within the site limits and rubbish disposal. No outside burning of rubbish or inside incineration shall be permitted.
- c. All lighting shall be directed away from adjoining property.
- d. All utilities shall be installed underground using standards promulgated by the Planning, Health and DPW Departments of the Town of Tewksbury, and sewerage shall be disposed of by means of adequate connections as required by State and local departments of Boards of Health.
- e. Suitable recreation space with a cost of not less than \$500.00 per unit shall be provided. Not less than 60% of the total land area of the site shall remain free from structures, parking and drives, and such area shall be left either in its natural state, attractively landscaped or developed for uncovered recreational facilities.
- f. Commercial and industrial uses are prohibited.
- g. The site shall have a minimum lot area of (4) acres with one hundred fifty (150) feet of frontage on a public way and with the nearest structure a minimum of fifty (50) feet from the public way. The Planning Board may waive the site access requirements of one hundred fifty (150) feet of frontage on a public way to a minimum of forty (40) feet of frontage on a public way providing that one hundred fifty (150) feet of frontage is not available and providing that a suitable private ac-

cess road into the site area can be constructed within the reduced frontage. There shall be not more than a maximum of ten (10) units per acre of site area, nor more than sixteen (16) bedrooms per acre of site area. Any partial acreage (not full acres) in the site area shall not be used in calculating number of units that can be built on site. Within the site area the minimum setback requirements from an access way shall be:

Front yard - 17 feet (Parking areas shall be an additional 10 feet.

Side yard - 25 feet.

Rear yard - 30 feet.

The maximum coverage of the site area by all buildings, including garages, carports, and access ways shall not exceed 30% of the site area and the maximum height of any building shall not exceed thirty five (35) feet. No building, parking area or recreational use shall be constructed within fifty (50) feet of a property line of an abutting residential district or within forty (40) feet of a property line of any other abutting district.

- h. Television, radio and communications services shall be supplied by a central system with underground connections.
- i. Where the requirements of Section 4.7 differ from 5.3, Section 4.7 shall prevail.
- j. No Planning Board waivers except as permitted by Section 4.7 or any Board of Appeals variances shall be granted to the requirements of Section 4.7 of the Tewksbury Zoning By-Laws.

or take any other action relative thereto.

VOTED:

Motion by Planning Board to adopt. Motion by Selectman Trueba to Indefinitely Postpone. Indefinite Postponement carries on a voice vote. Motion to reconsider by Selectman Trueba, "In hope that it doesn't prevail", fails with over 50 people opposed to reconsideration and 1 person in favor.

ARTICLE 43. To see if the Town will vote to amend the Tewksbury Zoning By-Laws by adding a new Section 4.9 to the present Section 4 to read as follows and to update the Sections affected by this addition, namely Sections 4.2, 4.6 and 5.3:

4.9

1. Business-Office and Multiple-Family dwelling combination use will be permitted only in a Combination-Use District (CD).

2. This section is intended to regulate the placement of business, office and multi-family dwelling combinations in an area zoned for this useage and in no way is intended to supercede, modify or conflict with the powers and suties delegated to the Planning Board pursuant to the Subdivision Control Law, Chapter 4.1.

3. Development of allowed uses in a Combination-Use District (CD) shall require the record owner to obtain a special permit from the Planning Board. Prior to

or in conjunction with the filing of an application for a special permit with the Planning Board, the applicant shall file a copy of said application with the Board of Health and the Dept. of Public Works, together with site plans, elevation plans and sewerage plans. All plans shall be prepared by a registered architect or engineer to a scale of not less than forty feet to the inch and shall clearly show property names, names of abutters as shown on most recent real estate tax list, sizes and location of proposed structures, existing and proposed contours at 2-foot intervals, number and location of parking spaces, wlaks, location and availability of water, sewerage and drainage systems, driveways and vehicular circulation, recreation areas, open space and conservation areas. All land use shall be designated on the site plan. All landscaping and site development details, including walls, fences, outdoor lighting and ground surface materials shall be indicated. Bounding streets and points of vehicular and pedestrian access shall be shown. Any existing adjacent structures within 100 feet of the site boundary shall be known, as well an any unused or unique natural feature of public area in the immediate vicinity. Phasing possibilities, if any, shall be shown on the site plan. The Dept. of Public Works and the Board of Health shall within 45 days of the date of such filing, transmit to the Planning Board a report with their recommendations accompanied by such material, maps or plans as will aid the Planning Board in judging the application. It is incumbent upon the applicant to confirm to the Planning Board that the required information has been submitted to the Board of Health and the Dept. of Public Works. Failure to do so is reason for rejection of application. (Letter from applicable Board or copy of received stamped and dated plan will suffice.)

The Planning Board shall not render any decision on an application for a special permit until said reports have been received and considered or until 45 days have lapsed from receipt of application and until after a hearing is conducted on said application. The Planning Board shall conduct a hearing on said application within 30 days of the transmission of the reports, accompanied by the materials, maps or plans from both the Dept. of Public Works and the Board of Health. Within 30 days of said hearing, the Planning Board shall render a decision on said application for a special permit. A special permit shall become invalid unless the work or action authorized under it shall have commenced within one year after the Planning Board has issued or granted such special permit.

- a. Provision shall be made for not less than one (1) parking space (10ft. x 20ft.) for each multi-family unit and the ratio of parking area to business-office building area shall be four (4) to one (1). (That is for every one (1) square foot of total building area used for business-office use, there shall be four (4) square feet of area designated for parking.)
- b. The owner or owners shall be responsible for the maintenance of common areas, including but not

limited to, snow plowing within the site limits and rubbish disposal. No outside burning of rubbish or inside incineration shall be permitted.

- c. All lighting shall be directed away from adjoining property.
- d. All utilities shall be installed underground using standards promulgated by the Planning, Health, Building and DPW Departments of the Town of Tewksbury, and sewerage shall be disposed of by means of adequate connections as required by State and local Departments of Board of Health.
- e. Not less than 25% of the total land area shall remain free from structures, parking and drives and shall be left either in its natural state or attractively landscaped as required by the Planning Board. Determination as to natural state and/or landscaping and method/type of landscaping shall be indicated on plans before special permit is given by the Planning Board.
- f. Business-office uses allowed in this district shall be as indicated in Section 4.6 Use Regulations Schedule for Combination-Use District (CD).
- g. The site area shall have a minimum lot area of ten (10) acres with one hundred fifty (150) feet of frontage on a public way and with the nearest structure a minimum of one hundred fifty (150) feet from the public way. For multi-family units on site, there shall be not more than six (6) units per acre of site area, nor more than twelve (12) bedrooms per acre of site area as allowed by ratio limits indicated below. Any partial acreage (not full acre) in the site area shall not be used in calculating number of units that can be built on site. Within the site area, the minimum setback requirements for buildings, parking, access ways shall be:

From abutting residential area - 100 feet.

From abutting other zoning areas - 25 feet.

The maximum coverage of the site area by all buildings including garages, porches, parking and access ways shall not exceed 75% of the site area and the maximum height of any building shall not exceed forty (40) feet. No building, parking area or recreational use shall be constructed within the abutting distance parameters indicated above.

The ratio of multi-family units (sq. ft.) to business-office use (sq. ft.) shall be between the limits indicated in this paragraph —

60% MF vs. 40% Business/Office

TO

30% MF vs. 70% Business/Office

- h. Television, radio and communications services shall be supplied by a central system with underground connections.
- i. Where the requirements of Section 4.9 differ from Section 5.3, Section 4.9 shall prevail.
- j. No Planning Board waivers except as permitted by Section 4.9 or any Board of Appeals variances shall be granted to the requirements of Section 4.9 of the Tewksbury Zoning By-Laws.

or take any other action relative thereto.

VOTED:

A motion to Indefinitely Postpone failed on a voice vote. Planning Board moved for adoption. Adoption carried on a standing count of 125 in favor, 52 opposed. 2/3 vote carried. (Approved by Attorney General 10/9/81).

ARTICLE 44. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$252.43 for the purpose of paying Mr. Richard B. Kinneen for damage done to his motor vehicle in an accident with a police cruiser on December 16, 1980, or take any other action relative thereto.

VOTED:

Finance Committee moved for adoption and to Raise and Appropriate \$252.43, for the purpose of the Article. Adoption carries on a voice vote.

ARTICLE 45. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$75.00 from fiscal year 1979-80, for the purpose of paying Medical Associates 199 Chelmsford St., Chelmsford, Mass., for an injury Inspector Richard Landers received in the line of duty at the police station, or take any other action relative thereto.

VOTED:

Finance Committee moved for adoption and to Raise and Appropriate \$75.00, for the purpose of the Article. Voice vote carried unanimously to adopt.

ARTICLE 46. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$20.15 from fiscal year 1979-1980, for the purpose of paying Charles Choate Memorial Hospital for an injury Officer Paul Doherty received in the line of duty, or take any other action relative thereto.

VOTED:

Finance Committee moved for adoption and to Raise and Appropriate \$20.15, for the purpose of the Article. Article passed on a voice vote.

ARTICLE 47. To see if the Town will vote to adopt the provisions of Mass. General Laws Chap. 44, Sec. 53D or take any other action relative thereto.

Recreation Commission Chairman, Richard Barrelle, moved to withdraw Article 47.

VOTED:

Motion to withdraw Article 47 passed unanimously on a voice vote.

ARTICLE 48. To see if the Town will vote to amend the Personnel By-Law, Sec. 3 Wage Schedule by adding the title of "Administrative Secretary to the Recreation Commission", or take any other action relative thereto.

VOTED:

Finance Committee moved for Indefinite Postponement. Indefinite Postponement carried on a voice vote.

ARTICLE 49. To see if the Town will vote to authorize the Tewksbury Men's Softball League to operate lighting and maintain the field at the Memorial Softball Field, Livingston Street, at their own expense, for fiscal 1981/82, or take any other action relative thereto.

VOTED:

Finance Committee motioned for adoption. Adoption carries on a voice vote.

ARTICLE 50. To see if the Town will approve a moratorium on new building construction of residential units, single and multiple dwelling, until an alternate water supply system has been approved, implemented, and maintained for a period of such time that such a water delivery system is operational at a capacity of no less than one hundred per cent of demand.

VOTED:

Finance Committee moved for Indefinite Postponement. A Citizen moved for adoption and was supported by Selectman Trueba. A motion to move the question passed on a voice vote. Indefinite Postponement carried on a standing count of 353 in favor, 168 opposed. Mr. Borrazzo moved for reconsideration, "In hope that it does not prevail." More than 50 people stood in opposition, 5 in favor. Reconsideration fails.

ARTICLE 51. To see if the Town Meeting will vote to amend the Town By-Laws so that the Building Inspector and Board of Health offices be required to notify the Conservation Commission and Selectmen's Offices before issuing any building or septic permits in wetland or floodplain regions.

VOTED:

Finance Committee moved for adoption. Article passes on a voice vote. (Approved by Attorney General 10/9/81).

ARTICLE 52. Shall the Town petition the General Court of the Commonwealth of Massachusetts to amend an act approved by the legislature in 1974 entitled "An act authorizing the Selectmen of the Town of Tewksbury to act as a Board of Public Works exercising the powers of certain other departments and town officials" said act as approved and set further to be amended to read:

Section 1. There shall be established in the Town of Tewksbury, hereinafter called the Town, a Board of Public Works, hereinafter called the Board, which shall be comprised of three persons elected by the voters of the Town of Tewksbury. Their term of office shall be for three years. For the purposes of transition the original election shall have one (1) year term, one (2) year term, and one (3) year term. Filling of vacancies, should they arise, shall be by a majority vote of the re-

maining members and the Board of Selectmen at a joint session of both Boards called for this purpose. (Request proper procedure be reviewed and recommended by Town Counsel.) Sections 2, 3, and 4 shall not change.

Section 5. This proposed amendment shall be submitted for acceptance to the voters of the Town of Tewksbury at the Annual 1981 Town Meeting in the form of the following question which shall be an article placed on the town meeting warrant: "Shall the Town petition the General Court to amend an act entitled 'An act authorizing the Selectmen of the Town of Tewksbury to act as a Board of Public Works exercising the powers of certain other departments and town officials' by replacing the original Section 1 with the proposed Section 1. 'If a majority of the votes in answer to said question is in the affirmative, this amendment shall thereupon be submitted. Upon approval by the General Court, this amended act thereupon shall take effect for the purposes of the next annual town election in the year one thousand nine hundred and eighty-two and for all things relating thereto, and shall take full effect beginning with said election.

VOTED:

Finance Committee motions to adopt. Selectmen moved for Indefinite Postponement. Indefinite Postponement carried on a standing count of 186 in favor, 124 opposed. Selectman Hallisey moved for reconsideration, "In hope that it does not prevail." Chair recognizes over 50 people stood opposed and 11 stood in favor. Reconsideration fails.

ARTICLE 53. To see if the Town will vote to amend Article X of the Town By-Laws by amending: Section 1, amend by changing "shall be comprised of the Board of Selectmen" to "shall be comprised of three persons elected by the voters of the Town of Tewksbury."

Section 7. This amended by-law is to become effective after acceptance of an article at the Annual Town Meeting, 1981 authorizing a petition to the General Court of the Commonwealth requesting an amendment to the original Act approved by the Legislature in 1974; and, subsequently, upon approval by the General Court of such an amended Act; and further these by-laws being subject to the provisions of such an Act.

VOTED:

Selectmen moved for Indefinite Postponement. A motion was made from the floor to adopt. Indefinite Postponement carried on a voice vote.

ARTICLE 54. To see if the Town will vote to rezone from General Residence and Farming to Multiple Family District (M.F.D.) the following described parcel of land:

The land in said Tewksbury, situated on the Southerly side of Andover Street and thus bounded and described:

Beginning at the Northwest corner of said premises at a bound (drill hole in stone) on the Southerly side of said Andover Street at the Northeast corner of other land owner formerly Helena G. Bernat, which bound is

319.69 feet Easterly from a bound (drill hole in stone) at land of Foster, now or formerly; thence running Southerly by said other land owner formerly Helena G. Bernat, 370. feet to a stake at the Southeasterly corner of said other land; thence running Westerly by said other land, 320.60 feet to a stake at land of said Foster, now or formerly; thence running Southerly by said Foster land and by land of Longmeadow Golf Club, 1,635.62 feet, more or less, to Johnson's Brook; thence running Northeasterly, Northerly and Northwesterly by the various courses of said brook, about 2,320 feet, to a point of land, now or formerly, of Batcheldor; thence Westerly by land of said Batcheldor; 312.93 feet to a point; thence turning and running Northerly and Northeasterly, 370.12 feet to the Southeasterly corner of land conveyed by Antoni Bernat et ux to Adam Bernat et ux by deed dated September 25, 1933, and recorded in Middlesex North District Registry of Deeds, Book 830, Page 90; thence Westerly by said land of said Adam Bernat et ux, 100 feet; thence running still Westerly by land conveyed to Arthur and Bertha Karuno, husband and wife, by said Helena G. Bernat by deed dated June 19, 1950, and recorded in Book 1, 143, Page 335, in said Registry of Deeds, 100. feet; thence running Northerly by said Krauss land, 110. feet to said Andover Street; thence running Westerly by said Andover Street, 270. feet to the point of beginning.

Containing 28 acres of land, more or less, and being the same premises to us conveyed by Helena G. Bernat by her deed dated August 27, 1965, and recorded in said Registry of Deeds, Book 1, 713, Page 360.

Being a parcel of land further described on the Town of Tewksbury Assessors' Maps, 26, Lot No. 1.

VOTED:

A motion to Indefinitely Postpone failed on a standing count of 132 in favor, 184 opposed. Att'y Kevin Sullivan motioned for adoption and a standing count showed 184 in favor, 127 opposed. Required 2/3 vote did not prevail. Att'y Sullivan questioned the count. Re-count showed 191 in favor, 137 opposed and required 2/3 vote did not prevail. Article 54 fails.

ARTICLE 55. To see if the Town will vote to rezone from General Residence and Farming to Light Industrial a certain parcel of land owned by Ralph McCann bounded and described as follows:

Beginning at a point two hundred and ninety-one (291) feet from Main St. on the easterly side of a right of way and land owned by McLaren. Thence bounded northeasterly by other land of McCann two hundred and fourteen point eleven (214.11) ft. Thence bounded southeasterly by a land of D.J.R. Realty Trust two hundred and thirty-five (235) feet. Thence bounded southerly by a land of Boone and a brook one hundred and sixty-two (162) feet. Thence bounded westerly and northwesterly by land of the Rainbow Corp. two hundred ninety-five (295) feet to Point of Beginning containing one point oh-three (1.03) acres being shown as Lot B on a plan of land to be rezoned dated February 9, 1981

drawn by Robert P. Morris R.L.S. on file with the Town Clerk.

VOTED:

Planning Board moved for adoption and a standing count revealed 76 in favor, 43 opposed. Required 2/3 vote did not prevail.

ARTICLE 56. To see if the Town will vote to rezone from General Business to Combination-Use District (CD) the following described parcel of land:

A certain parcel of land situated on Main and Livingston Streets in Tewksbury, MA, being shown on a plan entitled "Plan of Land in Tewksbury, MA, prepared for Antonio J. Tambone, Sacle 1" = 80', dated June 16, 1971, by Dana F. Perkins and Sons, Inc., C.E.'s and Surveyors", recorded in MNDRD Book of Plans 112 Plan 124, further bounded and described as follows:

SOUTHWESTERLY by Main Street, two hundred sixteen and 90/100 (216.90) feet;

NORTHWESTERLY by land n/f of Peter Piper Pool Co., two hundred ninety-eight and 42/100 (298.42) feet;

SOUTHWESTERLY by land n/f of Joseph Aubut, Walter R. Doucette and Peter Piper Pool Co., six hundred eighty-six and 11/100 (686.11) feet;

NORTHERLY by land n/f of Greenleaf, seventy-two and 73/100 (72.73) feet and land n/f of Fink, Berry, Weaver, Richardson, Bassett, and Kelly, six hundred fifty-four and 60/100 (654.60) feet;

EASTERLY by said Livingston Street in courses of, two hundred fourteen and 26/100 (214.26) feet and five hundred sixteen and 35/100 (516.35) feet, respectively;

SOUTHEASTERLY by land n/f of MacLaren, three hundred seventy-two and 56/100 (372.56) feet;

SOUTHWESTERLY by land n/f of Glassman and Stone, one hundred fifty-eight and 40/100 (158.40) feet;

SOUTHEASTERLY by land n/f of Glassman and Stone, one hundred twenty-five and 71/100 (125.71) feet.

Containing 10.5 acres, more or less, according to said plan. For Grantor's title see deed of Antonio J. Tambone, dated 11/25/75, recorded MNDRD Book 2175, Page 252.

*NOTE: Planning Board advises assembly of a misprint in the Warrant. In line 1, the last word should read "to" NOT "and".

VOTED:

Planning Board moved for adoption and a standing count revealed 167 in favor, 2 opposed. Required 2/3 vote carried. (Approved by Attorney General 10/9/81) (Zoning Map pertaining to Article 56 approved by Attorney General 10/9/81).

ARTICLE 57. To see if the Town will vote to rezone from General Residence and Farm to Multiple Family Dwelling (M.F.D.) the following described land:

Being a parcel of land located on Main St. in Tewksbury, Mass. bounded and described as follows:

Bounded on the North by land of James V. and Pauline E. DeCarolis, said Northerly line being 291 ft. south of the Southerly line of Main St.

Bounded on the East (1374.88) feet by land of Fred M. Carter.

Bounded on the South (1660 feet more or less) by Heath Brook.

Bounded on the West by land of Harold S. and Dorothy M. Blease, Gerald J. and Dorothy M. McDermott, Frederick Donovan and Louise Morris.

Being shown on a Plan entitled "Plan of Land in Tewksbury, Mass. for James V. and Pauline E. DeCarolis" dated January 27, 1976, by Dana F. Perkins & Sons, Civil Engineers & Surveyors, Lowell and Reading, Mass. excepting that portion of land, currently zoned light industry (IL), which is the Northerly boundary and is 291 feet south of Main Street and 2.0 acres in size. The parcel to be rezoned contains 20.5 acres more or less, being a parcel of land further described on the Town of Tewksbury Assessors Maps, as Lots 3 and 6 on Map 73.

James DeCarolis moved to withdraw this Article, without prejudice.

VOTED:

Voice vote carried unanimously to withdraw Article 57.

ARTICLE 58. To see if the Town will vote to amend the Tewksbury Zoning By Laws and the associated Zoning Map by rezoning from General Residence and Farming, "RG," to Light Industry, "IL," a portion of Tewksbury, on the Andover side of Route 93, by adding paragraph "F" section 3.2, Light Industry, "F". That portion of Town, defined and bounded as follows:

Starting at the northerly junction point of interstate Route 93, and Vale Street, thence Southeasterly by the Northeasterly sideline of Route 93, about 789', to the Shawsheen River, thence, by the Shawsheen River, to the Andover-Tewksbury Town line, thence along the town line, 380', Northwesterly to Vale Street, thence along the Southwesterly sideline to Vale Street, 464.93' to the point of beginning."

VOTED:

James DeCarolis moved for adoption. A Citizen moved for Indefinite Postponement. The Chair was uncertain of a voice vote for Indefinite Postponement. A standing count revealed 103 in favor, 44 opposed. Indefinite Postponement carried. Motion for reconsideration, "In hope that it does not prevail", was declared lost by the Moderator with over 50 people opposed, and 1 in favor.

The 1981 Annual Town Meeting adjourned sine die on Monday, June 29, 1981 at 9:50 P.M.

Special Town Meeting April 23, 1981

Tewksbury Memorial High School
April 23, 1981

Called by proper Warrant, the Special Town Meeting was convened this day by Moderator, Alan M. Qua, at 8:05 P.M.

ARTICLE 1. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the purpose of implementing a collective bargaining agreement between the Town of Tewksbury and the Tewksbury Municipal Employees Association, a portion of which shall be payable retroactive to fiscal 1980, and the remainder for fiscal 1981, and said monies to be apportioned to and expended by the following departments:

	1979/80	1980/81
Board of Health	\$ 391.95	\$1,130.66
Board of Assessors	1,525.00	0
Veterans Agent	603.00	1,231.76
Town Clerk	1,087.56	2,330.80
Building Commissioner	512.00	1,162.00
Library	2,356.26	4,498.83
Fire Dept.	3,755.19	0
Treasurer/Collector	4,180.27	9,536.84
Planning Board	265.59	608.65
Auditor	1,276.38	2,466.68
Police Dept.	567.32	1,169.51
Board of Selectmen/Town Hall	980.48	1,930.00
Board of Public Works	<u>20,752.07</u>	<u>13,660.52</u>
	38,253.07	39,726.25

VOTED:

To adopt, as amended by Finance Committee, on a voice vote, after indefinite postponement failed on a voice vote. A motion to reconsider failed, no person in favor and many standing against. Amended article, above.

ARTICLE 2. To see if the Town will vote to amend the Town By Laws by adding the following sentence: "Notwithstanding the provisions above, for the 1981 annual town meeting only, successive meetings shall be held commencing at 8:00 p.m. on June 15, 1981 and on Tuesday, Wednesday, Thursday and Friday of that week, and on Monday, Tuesday, Wednesday, Thursday and Friday of each succeeding week until the business of the annual town meeting is finished" or take any other action relative thereto.

VOTED:

Indefinite postponement on a standing count of 128 yes, and 26 no, as moved by the Finance Committee, after the Moderator's ruling of indefinite postponement on a voice vote was questioned.

ARTICLE 3. To see if the Town will vote to approve payment by the Board of Selectmen of \$2,000.00 to Sensible Transmission of Power (STOP) c/o Attorneys Adamo, Lee & Salgo, 120 Boylston St., Boston, Mass., as the Town of Tewksbury's share of legal action to require New England Power Co. to place electric cables underground. Said sum has been previously appropriated, or take any other action relative thereto.

VOTED:

After all other amendments failed on standing votes, an amendment to strike the word 'approve' in line one (1) and substitute the word 'disapprove' carried on a majority voice vote. Article 3, as amended passed on a voice majority.

ARTICLE 4. To see if the Town will vote to amend the Personnel By Laws Section III Wage Schedule by increasing the salary of Mini Bus Drivers from \$3.21 per hour to the minimum wage of \$3.35 per hour retroactive to January 1, 1981. Said payment to be made from previously appropriated funds, or take any other action relative thereto.

An amendment by the Finance Committee to strike the words 'the minimum wage of' from line three (3), and strike the words 'funds or take any other action relative thereto.' and substitute the words 'salary account.' on line five (5) carried on a voice vote.

An amendment by Joseph W. Brown to strike the words 'the minimum wage of' on line three (3) and also change the figure \$3.35 to \$4.00 on line three (3).' carried on a standing count of 135 yes and 28 no. Reconsideration taken on the Finance Committee's amendment passed 106 yes and 1 no on a standing count. After some discussion, the Finance Committee's amendment, as above passed again on a voice majority.

VOTED:

To adopt Article 4, with both amendments, on a voice majority.

ARTICLE 5. To see if the Town will vote to authorize the Board of Selectmen/Board of Public Works to petition the State Legislature to enact the following act: AN ACT AUTHORIZING THE TOWN OF TEWKSBURY TO OBTAIN WATER FROM THE MERRIMACK RIVER. Be it enacted etc., as follows:

Section 1. The Town of Tewksbury, in accordance with such conditions as may be set forth by the department of environmental quality engineering, is hereby authorized to take, hold and convey into the through said municipality, from the Merrimack River at an approved point within said municipality, without liability to pay an compensation or other damages than the commonwealth itself would be legally liable to pay, sufficient water for the use of said municipality and the inhabitants thereof for the extinguishment of fires, domestic use, human consumption, irrigation, industrial, commercial and other purposes; and to also take and hold, by purchase or otherwise, land in said municipality for sinking wells or making excavations in

order to obtain water by filtration or percolation, or from subterranean streams, and to construct such works as may be necessary therefore; and to lay and maintain reservoirs or canals and such other work as may be deemed necessary or proper for conveying, raising, forcing, retaining, distributing, or disposing of said water in such a manner as may be deemed in the public interest. The rights of the Essex Company, as granted by chapter one hundred and sixty-three of the acts of eighteen hundred and forty-five, and the rights of any successor to such company are preserved insofar as these rights may be exercised in a manner reasonable and consistent with the public interest and the proper utilization of the Merrimack River as determined by the department of environmental quality engineering, provided that there shall be an adequate flowage of the river to supply the city of Lawrence and the city known as the town of Methuen and the Town of Tewksbury.

Section 2. The provisions of this chapter are severable, and, if any of its provisions shall be held unconstitutional by any court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining provisions.

Section 3. This act shall take effect upon its passage.

VOTED:

An amended by the Finance Committee, "to add after the word 'enact' in line two (2), the words 'without substantive change' " passed on a voice majority. Article 5, as amended, passed by a unanimous vote, no one wishing to be recorded opposed.

Approved July 17, 1981 - Chapter 341 of the Acts and Resolves of the General Court, 1981.

ARTICLE 6. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to be expended by the Board of Public Works for the purpose of obtaining appraisals of land parcels being considered as the site for a water filtration plant, or take any other action relative thereto.

VOTED:

Selectman's motion to adopt and to transfer \$1,000.00 from the D.P.W. Snow and Ice account passed on a voice vote. Finance Committee's motion to indefinitely postpone failed on a voice vote.

The Special Town Meeting of April 23, 1981 was adjourned sine die at 10:12 P.M.

APPROPRIATION CERTIFICATE

ARTICLE NO.

1	Transfer from: School Dept. Fiscal 1980-1981	
	Salary Account to: Various Departments	\$77,979.32
6	Transfer from DPW Snow/Ice Account to DPW Account	\$ 1,000.00
	TOTAL APPROPRIATED	\$78,979.32

ATTEST:
Elizabeth A. Carey
TOWN CLERK

Special Town Meeting

June 23, 1981

Tewksbury Memorial High School
June 23, 1981

Called by proper Warrant, the Speical Town Meeting was convened by Moderator Alan M. Qua at 8:00 P.M. The Finance Committee offered all first motions unless otherwise specified.

ARTICLE 1. To see if the Town will vote to transfer certain previously appropriated sums of money which are surplus funds for certain departments, to specific existing accounts which will be designated at town meeting, or take any other action relative thereto.

FROM		TO	
Library Salaries	\$2,000.00	Library Operating	\$2,000.00
DPW/Snow/Ice	10,159.67	DPW Utilities	19,000.00
Oiling/Sealing	4,401.14		
Capital Outlay	3,939.19		
Salary Account	500.00		
Dog Officer Outlay	150.00	Dog Officer Oper.	150.00
Board of Selectmen-Salaries	1,050.00	Dog Officer Oper.	1,050.00
Board of Selectmen-Salaries	1,200.00	Selectmen Oper.	1,200.00
Board of Selectmen-Salaries	1,250.00	Town Hall Oper.	1,250.00
Board of Selectmen-Salaries	5,500.00	Street Lighting	5,500.00
Comm. Action-Salaries	3,200.00	Street Lighting	3,200.00
Unemployment Comp.	2,300.00	Street Lighting	2,300.00
Unemployment Comp.	6,000.00	Town Counsel	6,000.00
Unemployment Comp.	1,700.00	Selectmen/Negotiator	1,700.00
Assessors Operating	1,300.00	Selectmen/Negotiator	1,300.00
Assessors Operating	50.00	Town Clerk Operating	50.00
Assessors Operating	500.00	918 Main St.	500.00
Assessors Operating	2,250.00	Fire-Oper. Personnel	2,250.00
Assessors Salaries	3,150.00	Fire-Oper. Personnel	3,150.00
Auditors Salaries	864.00	Fire-Oper. Personnel	864.00
Auditors Salaries	136.00	Town Hall Operating	136.00
Fire-Mutual Aid	149.00	Town Hall Operating	149.00
Fire-Capital Outlay	1,557.00	Town Hall Operating	1,557.00
Fire-Capital Outlay	253.00	Town Hall Operating	253.00
	<hr/> 53,559.00		<hr/> 53,559.00

VOTED:
Unanimously to transfer certain sums of money from some 1981 accounts to other 1981 accounts which require funding for fiscal 1981. Monies and accounts listed above.

ARTICLE 2. To see what sum the Town will vote to raise and appropriate or transfer from available funds, or borrow, to be expended by the Board of Assessors, and said Board of Assessors is directed to expend such funds for implementation of equalization program necessary to achieve full and uniform assessments which will satisfy the certification requirements of Chapter 797 of the Acts of 1979 no later than fiscal year 1983, or take any other action relative thereto.

VOTED:
Mr. Boudreau offered the following amendments: line four (4), after the words 'implementation of' add the word 'tax' and after '1983' add the following words 'and do all things necessary to implement said program,

including hiring temporary employees', these amend-ments passed unanimously. The Finance Comittee moved to adopt and to transfer \$130,000.00 from Revenue Sharing. Article 2, as amended, passed on a voice majority.

ARTICLE 3. To see if the Town will vote to amend the Personnel By-Laws Wage Schedule, Section III, Paragraph (e) to read:

	1	2	3	4	5
Confidential					
Secretary	9,039	9,932	10,917	12,010	13,221
Sr. Confidential					
Secretary	10,088	11,095	12,708	13,437	14,801

VOTED:
A motion by Selectman Hallisey to withdraw this arti-

cle passed on a voice majority.

ARTICLE 4. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$621.10 for Dennis Bradley, DPW Employee, for the purpose of implementing a collective bargaining agreement between the Town of Tewksbury and the Municipal Employees Association for Fiscal Year 1980, as this amount was left out of the salary schedule of the April 23, 1981 Special Town Meeting, or take any other action relative thereto.

VOTED:

To adopt and to transfer from Free Cash the sum of \$621.10 for the purpose of this article on a unanimous voice vote.

ARTICLE 5. To see if the Town will vote to raise and appropriate or transfer from available funds a certain sum of money to be expended by the Board of Public Works for the purpose of providing a 5% salary increase for the following non-union employees whose Fiscal Year 1981 increase was not funded at the April 23, 1981 STM as follows:

Superintendent of Public Works	\$1,177.00
Senior Civil Engineer	898.80
Confidential Secretary	543.95
	<hr/>
	2,619.75

or take any other action relative thereto.

VOTED:

After a move for indefinite postponement failed, on a standing count of yes 128, no 149, an amendment by Selectman Hallisey "To see if the Town will transfer from 1981 DPW Salary Account funds to approve a 5% pay increase to be paid retro-active for Fiscal 1981 for the following non-union employees whose Fiscal Year 1981 increases was not funded at the April 23, 1981 Special Town Meeting stated in Article 5." passed on a standing count, 166 yes, 57 no.

ARTICLE 6. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$63,500.00 for the purpose of rehabilitating the water supply wells for Fiscal Year 1981 or take any other action relative thereto.

VOTED:

Finance Committee moved for adoption and to transfer the sum of \$30,000.00 from Free Cash.

Finance Committee also included an amendment: after 1981, add "provided however, that no portion of any of the aforementioned \$30,000.00 shall be expended by the Board of Public Works until the competitive bidding process has been completed in this matter."

Voice vote carried on the amendment. The Article was adopted, as amended, on a voice majority.

A citizen asked to reconsider the action taken on Article 5. Moderator recognizes 1 person in favor and over 50 people opposed. $\frac{2}{3}$ vote required, reconsideration fails.

ARTICLE 7. To see if the Town will vote to authorize the Board of Selectmen pursuant to General Laws, Chapter 40 Section 40, to purchase water from the Towns of Andover, Billerica, Wilmington or the City of Lowell for the sum of \$16,000.00 for Fiscal Year 1981, or take any other action thereto.

VOTED:

Finance Committee moved for adoption and to transfer from Free Cash \$10,000.00 for the purpose of this article. Voice vote carried unanimously.

ARTICLE 8. To see if the Town will vote to transfer \$42,148.66 from the available funds voted over and above the Town's required share of Commonwealth and/or County Financed Projects during Fiscal Years 1972 through 1974 and to allow the Board of Selectmen to expend said funds for the construction, reconstruction or improvement of East Street, between Dascomb Road and the Boston and Maine Railroad Tracks, or take any other action relative thereto.

VOTED:

Indefinite postponement carries on a voice majority.

ARTICLE 9. To see if the Town will vote to transfer \$142,621.15 from the available funds previously voted by the Town as their required share of Commonwealth and/or County Financed Projects during Fiscal Years 1972 through 1981 and to allow the Board of Selectmen said funds for the pavement or improvement of sections of the following streets:

- | | |
|-----------------|----------------------|
| 1. Whipple Road | 4. Hill Street |
| 2. South Street | 5. Ballard Street |
| 3. Salem Street | 6. Whittemore Street |

VOTED:

To indefinitely postpone on a voice majority.

ARTICLE 10. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to be expended by the Board of Selectmen or Board of Public Works in settlement of a property damage claim by Michael E. Geraghty for damages sustained on January 17, 1981 when a Department of Public Works' motor vehicle backed into the claimant's parked motor vehicle, or take any other action relative thereto.

VOTED:

Finance Committee moved to adopt and to transfer from Free Cash the sum of \$838.78 for the purpose of this article. Article passes on a unanimous voice vote.

ARTICLE 11. To see if the Town will vote to raise and appropriate, or transfer from available funds, a sum of money for the design and construction of a building required for water treatment plant obtaining water from the Merrimack River and for the installation of new water mains and their appurtenances of sizes ranging between sixteen (16) inches and twenty-four (24) inches

in diameter; to see if the Town will vote to authorize the Board of Selectmen/Board of Public Works to acquire any fee easement or other interest in land necessary therefore, whether by eminent domain, purchase of gift, or otherwise; and to see how said sum should be raised whether by taxation, transfer, borrowing, or otherwise, and to authorize the Board of Selectmen/Board of Public Works to apply for, accept and expend any Federal and/or State aid such as the State of Massachusetts Water Filtration Plant Construction Grant Program. Under Chapter 406, of the Acts of 1978, and any amendments, thereto, that may be available with respect to the project; provided that the total borrowing authorized hereby shall be reduced by the amount of any Federal and/or State construction grants that may be obtained prior to the sale of such bonds or notes for the purpose of carrying out the project, all of which grants and payments shall be applied to the project. Construction of this project is contingent upon the assurance of availability to the Town of State funds under the State of Massachusetts Water Filtration Plant Construction Grant Program, under Chapter 406, of the Acts of 1978, and any amendments, thereto, or take any other action relative thereto.

VOTED:

A motion to indefinitely postpone failed on a standing count of 2 in favor and over 50 opposed.

D.P.W. offered the following amendment:

That the sum of 9.1 million dollars be hereby appropriated for the design and construction of a building or buildings required for a water treatment plant obtaining water from the Merrimack River, including original equipment therefor and other expenses necessary in connection therewith, and for the installation of new water mains and their appurtenances of sizes ranging from sixteen (16) to twenty-four (24) inches in diameter; that the Board of Selectmen acting as the Board of Public Works be hereby authorized to acquire by eminent domain, purchase, gift or otherwise any fee, easement or other interest in land that may be necessary for the foregoing purposes; that to meet the foregoing appropriation, the Town Treasurer, with the approval of the Board of Selectmen is hereby authorized to borrow a sum not to exceed 9.1 million dollars under and pursuant to Chapter 44, Section 8, clauses (4) and (6), of the General Laws, as amended and supplemented and any other enabling authority, and to issue bonds or notes of the Town therefor; that the Board of Selectmen acting as the Board of Public Works be hereby authorized to apply for, accept and expend any Federal and/or State aid that may be available with respect to such project, including aid under the Massachusetts Water Filtration Plant Construction Grant Program under Chapter 406 of the Acts of 1978, and any amendments thereto; provided that the total borrowing authorized hereby shall be reduced by the amount of any Federal and/or State

construction grants that may be received prior to the sale of the bonds or notes for the purpose of carrying out the project, all of which grants so received shall be applied to the project costs; provided, further, that construction of the project and borrowing hereunder shall be contingent upon assurance satisfactory to the Board of Selectmen of availability to the Town of State funds under the Massachusetts Water Filtration Plant Construction Grant Program pursuant to Chapter 406 of the Acts of 1978, and any amendments thereof or additions thereto, and contingent upon passage of legislation permitting the Town to take water from the Merrimack River.

D.P.W. amendment passes on a voice majority. Article 11, as amended, passed on a standing count of 114 yes and 19 no.

A motion to reconsider failed, one person stood in favor and the Moderator recognized more than 50 opposed.

ARTICLE 12. To see if the Town will vote to appoint a committee of five members to be known as the "Municipal Sewer Committee" and to authorize and empower said committee to survey and recommend all needs of the Town on numicipal Sewer matters, and to do and take any other action in connection therewith necessary, proper and incidental to carry out the foregoing.

Said committee to be appointed by the Board of Public Works; one member for a one-year appointment, two members for a two-year appointment, and two members for a three-year appointment. Upon completion of the original terms, all appointees shall be for a three-year term.

VOTED:

To adopt on a majority voice vote.

ARTICLE 13. To see if the Town will vote to amend the Town By-Laws Article VI Section 15 by adding "An owner reclaiming an impounded dog shall pay an administrative fee of \$15.00 plus \$2.00 boarding charge for each day that the dog has been impounded to a total maximum payment of \$35.00" or take any other action relative thereto.

VOTED:

Finance Committee offers an amendment "to change administrative fee to \$25.00" and "total maximum payment to \$100.00." Amendment passes on a standing count of 40 yes, 30 no. Amended article passes on a voice vote. Approved by the Attorney General on October 9, 1981.

ARTICLE 14. To see if the Town will accept the gift of hottopping of the driveway and parking area at the Senior Citizen Center on Chandler St. from the Friends of the Elderly, Inc. The hottopping shall consist of a base coat of 1½ inches, and a finish coat of 1½ inches, plus approximately 100 feet of berm, or take any other action relative thereto.

VOTED:

Finance Committee moves for adoption. Article passes on a voice vote.

Special Town Meeting adjourned sine die at 12:23 A.M. on June 24, 1981.

ATTEST:

Elizabeth A. Carey
TOWN CLERK

**RECAPITULATION
RE: APPROPRIATION CERTIFICATE
SPECIAL TOWN MEETING JUNE 23, 1981**

ARTICLE

1	Transfer certain perviously appropriated sums of money to specific existing accounts.	\$ 53,559.00
2	Transfer from Revenue Sharing to Assessor's Account	130,000.00
4	Transfer from Free cash to DPW Salary Account	621.10
5	Transfer from DPW 1981 Salary Account to DPW 1981 Salary Account	2,619.75
6	Transfer from Free cash to DPW account	30,000.00
7	Transfer from Free cash to DPW account	10,000.00
10	Transfer from Free cash to Selectmen or DPW Account	<u>838.78</u>
	TOTAL APPROPRIATION	\$227,638.63

ATTEST:

Elizabeth Carey
TOWN CLERK

**Special Town Meeting
August 26, 1981**

Tewksbury Memorial High School
August 26, 1981

Called by proper Warrant, the Special Town Meeting was convened this day by Moderator Alan M. Qua at 8:08 P.M.

ARTICLE 1. To see if the Town will vote to raise and appropriate or transfer from available funds a sum to be expended by the Board of Health for rubbish collection for nine months commencing on October 1, 1981 or take any other action relative thereto.

VOTED:

On Finance Committee's recommendation to adopt and to raise and appropriate the sum of \$205,000.00, passed by a ballot vote of 193 yes, 31 no. Mr. Fansel's motion failed on a standing count of 66 yes and 120 no. Selectmen's motion to raise and appropriate the sum of \$250,000.00 did not reach the assembly.

ARTICLE 2. To see if the Town will raise and appropriate or transfer from available funds an amount of money to be expended by the School Committee as a part of the Salary Account for the Fiscal 1982 School Committee Budget or take any action relative thereto.

VOTED:

Finance Committee's recommendation to adopt and to raise and appropriate the sum of \$413,000.00 passed on a standing count of 205 yes and 39 no. School Committeeman James Sullivan's amendment failed on a voice vote. Mr. Fansel's amendment did not reach the assembly.

ARTICLE 3. To see if the Town will vote to raise and appropriate or transfer from available funds the following sums for the purpose of paying outstanding bills of previous years or take any other action relative thereto.

BOARD OF SELECTMEN

Town Printing \$3,837.60

DOG OFFICER

St. John's Hospital 60.20

FIRE DEPT.

Lowell General Hospital 17.00

BOARD OF HEALTH

Sheehan's Tewksbury Pharmacy 13.10

VOTED:

On Finance Committee's recommendation to adopt and to raise and appropriate the sum of \$3,927.90. Article passes on a unanimous voice vote.

ARTICLE 4. To see if the Town, in compliance with M.G.L. Chapter 40 Sections 15 & 15A will vote to sell at private sale to an abutter a parcel of land shown as Lot 102 of assessor's map #98 consisting of approximately 15,000 sq. ft. with 100 ft. frontage on Hillside Road for a sum of money. Said parcel abuts the property of Blanchard Newell at 23 Hillside Rd. and shall be incorporated by deed into one parcel by the purchaser with the purchaser's adjoining lot, or take any other action relative thereto.

VOTED:

Selectmen's amendment to change "a sum of money" to "the fair market value with a minimum of \$500.00", passed, as amended, on a majority voice vote. Finance Committee's amendment failed on a voice vote.

ARTICLE 5. To see if the Town will vote to provide that the proceeds of the State Grant expected to be made available to the Town in the approximate amount of \$3,500,000.00 under the Massachusetts Water Filtration Plant Construction Grant Program under Chapter 406

of the Acts of 1978, and any amendments thereof or addition thereto, for the purpose of constructing a water treatment plant and related facilities shall be applied to project costs in addition to the sums appropriated by the Town for such purposes, notwithstanding the provisions of the vote adopted under Article 11 at the Special Town Meeting held on June 23, 1981.

VOTED:

Finance Committee's recommendation to adopt passed on a majority voice vote. The Board of Selectmen indicated that they wished to amend Article 5. A motion was made to reconsider Article 5. Reconsideration passed on a voice vote with well over 2/3 in favor. The Selectmen's amendment (below) passed unanimously. Article 5, as amended, passed on a standing count of 100 yes and 1 no. 2/3 vote required.

Selectmen's Amendment — "That the proceeds of the State Grant expected to be made available to the Town in the approximate amount of \$3,500,000.00 under the Massachusetts Water Filtration Plant Construction Grant Program under Chapter 406 of the Acts of 1978, and any amendments thereof or addition thereto, for the purpose of constructing a water treatment plant and related facilities shall be applied to project costs in addition to the sums appropriated by the Town for such purposes, notwithstanding the provisions of the vote adopted under Article 11 at the Special Town Meeting held on June 23, 1981."

ARTICLE 6. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$11,978.69 to be expended by the Board of Health for salaries:

Director	(longevity) \$ 581.00
Sanitarian	10,274.22
Part Time Secr.	858.42
Animal Insp.	56.68
Gas/Plumb. Ins.	208.37
	<hr/>
	\$11,978.69

VOTED:

Finance Committee moved for the adoption of the first item in the Article and to raise and appropriate \$581.00 (longevity). Their recommendation passed unanimously on a voice vote. No motion was made on any of the other items.

ARTICLE 7. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$1,648.00 into the Library's FY 82 salary account for the purpose of funding the differential between the salaries approved under the budget article and salary scales approved under the Personnel-By-Law, at the 1981 Annual Town Meeting.

VOTED:

Unanimously, on a voice vote to adopt and to raise and appropriate the sum of \$1,648.00 as recommended by the Finance Committee.

ARTICLE 8. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$99.73 for the purpose of paying terminal vacation leave to library custodian Walter Collins.

VOTED:

Unanimously, on a voice vote to adopt and to raise and appropriate the sum of \$99.73 as recommended by the Finance Committee.

ARTICLE 9. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$11,937.00 into the Library's FY 82 salary account for the purpose of hiring a custodian.

VOTED:

Library Trustee, Kenneth Holden, moved for adoption with the sum of \$10,087.00, this motion failed on a standing count of 48 yes and 107 no. John Cuneo's motion to raise and appropriate the sum of \$4,378.00 for the hiring of a part-time custodian failed on a voice vote. Selectmen Richard Trueba's motion to raise and appropriate \$5,500.00 for the obtaining of custodial service failed on a voice vote. The Finance Committee's motion to Indefinitely Postpone passed on a majority voice vote.

ARTICLE 10. To see if the Town will vote to amend the Personnel By-Law Wage Schedule, Section 3, Paragraph (e) to create the position of: DIRECTOR OF PUBLIC SAFETY.

1	2	3	4	5
\$34,000	\$35,500	\$37,000	\$38,500	\$40,000

or take any other action relative thereto.

VOTED:

To Indefinitely Postpone on the Finance Committee's motion, by a standing count of over 55 in favor and 5 opposed.

ARTICLE 11. To see if the Town will vote to authorize the Board of Selectmen to petition the general court to enact a special act authorizing the Commission of Public Health, Department of Public Health, Commonwealth of Massachusetts, to convey to the Conservation Commission of the Town of Tewksbury, for recreational purposes, a certain parcel of land shown on Town of Tewksbury Assessor's Map 31, Lots 5 and 6, said lots being adjacent to Long Pond, or take any other action relative thereto.

VOTED:

Finance Committee moved for adoption and this passes on a unanimous voice vote.

ARTICLE 12. To see if the Town will vote to amend the Tewksbury Zoning By-Laws by rezoning from Multiple Family Dwelling to Light Industry (IL) the following described parcel of land: Being a parcel of land on the southeasterly side of Seventh Street bounded and described as follows: Beginning at a point at the nor-

therly end of Seventh Street at land of Armando DeCarolis, thence southeasterly by land of DeCarolis and land of Thomas Flurkey, a distance of 180 feet more or less to land of Haffner Realty Trust, thence southerly by land of Haffner Realty Trust and land of Sullivan Realty Trust a distance of 371.72 feet to land of Edward Luther, thence westerly by land of Edward Luther, land of Arthur Brothers and land of Charles Libbee a distance of 297 feet to the southeasterly side of Seventh St., thence northerly by Seventh Street a distance of 510 feet to the point of beginning. Containing 41,889 square feet more or less, or take any other action relative thereto.

VOTED:

On a motion by Will Lambert of the Planning Board, it was unanimously voted on a voice vote to withdraw this Article.

ARTICLE 13. To see if the Town will vote to amend the Tewksbury Zoning By-Laws and associated Zoning Map by changing from Heavy Industry (IH) to General Residence and Farming (RG) a portion of Town described as follows: Beginning at a point 2500 feet more or less Southwesterly of North Street along Interstate Route 495, thence in a Northwesterly direction to a point 1000 feet perpendicular to Interstate Route 495; thence in a Southwesterly direction along a line 1000 feet Northwest of and parallel to Interstate Route 495 to a point 4000 feet more or less; thence in a Southeasterly direction perpendicular to Interstate Route 495 to a point 1000 feet at Interstate Route 495; thence in a Northeasterly direction along a line parallel to Interstate Route 495 for approximately 4000 feet to the point of beginning, or take any other action relative thereto.

VOTED:

The Planning Board moved for adoption and the Article passed on a standing count of 90 yes and 12 no; a

2/3 vote required. Approved by Attorney General, October 9, 1981.

ARTICLE 14. To see if the Town will vote to amend Section 4.6 of the Zoning By Law (Use Regulation Schedule) by adding to Paragraph G (Industrial Uses) a new sub-paragraph numbered 17:

	RG	BL	BG	IL	IH	UHA	MFD
17 Blending, processing and packaging of lubricating oils not involving distillation or refining, provided that storage is licensed under Mass. Gen. Laws Chapter 148...							
	NO	NO	NO	NO	YES	NO	NO

or act in relation thereto.

Planning Board points out typographical error in chart above - UHA should read IHA - and the assembly is so advised.

VOTED:

The Moderator declared Mr. Trueba's motion for Indefinite Postponement passed on a voice vote and the vote was questioned from the floor. A standing vote was taken and showed 41 yes and 69 no, Indefinite Postponement failed. A motion for the adoption of the Article failed on a standing count of 70 yes and 39 no, insufficient of the required 2/3 vote. Selectman Trueba moved for reconsideration, this also failed to attain the 2/3's vote necessary to pass, on a standing count of 62 yes and 41 no.

On a motion by Mr. Jay Kelley, Chairman of the Finance Committee, the Special Town Meeting was adjourned sine die at 10:44 P.M.

ATTEST:

Elizabeth A. Carey
TOWN CLERK

APPROPRIATION CERTIFICATE —SPECIAL TOWN MEETING — AUGUST 26, 1981

ARTICLE		RAISE & APPROPRIATE
1	Board of Health-Rubbish Collection	\$205,000.00
2	School Committee Budget-Salary Acc't, Fiscal 1982	413,000.00
3	Unpaid Bills	
	Board of Selectmen — Town Printing	\$3,837.60
	Dog Officer — St. John's Hosp.	60.20
	Fire Dept. — Lowell Gen. Hosp.	17.00
	Board of Health — Sheehan's Pharmacy	13.10
		<hr/> \$3,927.90
6	Board of Health Salary Account Director = \$581.00 (longevity)	581.00
7	Library Salary Account (Fiscal 1982)	1,648.00
8	Walter Collins, Library Custodian (Terminal Vacation Leave)	99.73
	Total Appropriations	<hr/> \$624,256.63

ADMINISTRATION

Board Of Selectmen

Selectmen

Veterans' Services

Housing Authority

Board of Appeals Town Counsel

Planning Board

Northern Middlesex Area Commission

Town Clerk Board of Registrars

The first half of 1981 was very trying for the members of the Board of Selectmen. The official information received from the state and from the town's financial officers, relative to the necessary action to comply with the requirements of Proposition 1½, was sketchy and conflicting. Town meeting was advanced from May 4th until June 15th to allow time for the Selectmen and the Finance Committee to prepare recommendations to the voters. During this period the Selectmen scheduled meetings almost every evening. Meetings were held with boards and committees, with department heads, with state representatives, and a public hearing was held with the opponents and proponents of this legislation, in order to obtain all information possible, to better guide the residents of this community. The budget figures, finally agreed upon by the Board of Selectmen and Finance Committee, were presented to the voters and a great majority were accepted. At the present time the Town of Tewksbury is in compliance with the requirements of Chapter 580 of the Acts of 1980. This compliance, however, resulted in the termination of two positions under the Selectmen's jurisdiction. Also the members of the Board voluntarily decreased their salary by 15% in an effort to cooperate with the taxpayers of Tewksbury in their attempt to lower property taxes.

After town meeting had established the appropriation limits for the fiscal 1982 year this office returned to routine duties. Board members were then able to meet all of the requirements of their position as Selectmen by scheduling public meetings on the second and fourth Tuesday of each month, rather than the weekly public meetings held each week. This new meeting schedule for Selectmen has allowed the board members to spend more time serving in their capacity as members of the Board of Public Works. This additional time is necessary now, as the DPW is in the process of installing sewerage throughout the town, as well as starting on the construction of a water filtration plant. The involvement of the board members in the above two projects and other DPW work will be more detailed in the report of the Superintendent of Public Works which appears elsewhere in this publication.

The Board members continue to negotiate union contracts. They are now personally meeting with representatives of the various unions due to fiscal constraints on the payments allowed by Town Meeting for the services of a professional negotiator. The appropriation for the negotiator is being used exclusively for representing management in labor disputes filed by union members. At the present time the Selectmen are starting negotiations with the Tewksbury Municipal Employees Association, now affiliated with the American Federation of State, County, and Municipal Employees Council 93, AFL-CIO, and also with the International Association of Firefighters AFL-CIO, Tewksbury Firefighters Local #1647. Both of the above stated contracts expire on June 30, 1982. The contract between the Town of Tewksbury and the International Brotherhood of Police Officers, Local 352, expired on June 30, 1981. After several unsuccessful attempts at mediation in the presence of a field investigator representing Joint Labor-Management Committee, the mediation has now been referred to the full Joint Management Committee for action. We are hopeful that this contract will be finalized in the very near future.

The Selectmen, during the past year, have continued their sincere efforts to work with and for all of the residents of Tewksbury. They are called upon individually many times to listen to the specific problems of one person, and then must work together as a board to attempt to alleviate these situations. As a result of this personal rapport with community residents, the Selectmen are usually able to solve the specific problem. This action often benefits all families in the general area of the complaint and eventually leads to the improvement of the living conditions within the entire town. The correction of these complaints and problems, by the Board of Selectmen, can only be accomplished with the aid of appointed and elected town officials. The Selectmen wish to extend their gratitude to these town officials, and also to the many men and women who serve on various boards and committees. These people receive no financial compensation for the time and energy expended by them in contributing to the governing of this community, and their efforts help to make Tewksbury the town we are all proud to call home.

In addition to their regular duties, such as the issuing of licenses and permits, for alcoholic beverages, storage of flammables, hawkers and peddlars, motor vehicle sales, common victuallers, automatic amusement devices, use of wetlands, etc., the Board of Selectmen expended extra time investigating several procedures for the disposal of solid waste. In December of 1981 a contract, which was recommended by Edward Flanagan, Chairman of the Solid Waste Study Committee, was finally signed. This contract will allow Tewksbury to transport for disposal, 12,500 ton of solid waste per year to the UOP Plant in Andover, when it becomes operable. This program should prove to be a great asset to this community, both financially and environmentally, in the future.

The Selectmen's Office in the Town Hall is open daily from 8:30 a.m. to 4:30 p.m. for the convenience of the townspeople and the Selectmen meet the second and fourth Tuesday of each month. All residents are welcome to attend these meetings. However, if you wish to be heard, or to have the Board take action on a specific matter, it will be necessary to have a detailed written request presented at the Selectmen's Office prior to the noon closing of the agenda on the Wednesday preceeding each meeting. This procedure enables the Selectmen to gather any pertinent information prior to the meeting and eliminates the necessity for delay in the making of decisions.

Town Counsel

During the year 1981, your Town Counsel, Charles J. Zaroulis, Esquire, has represented the Town of Tewksbury in the following litigation.

In the Superior Court, the cases of National Amusements, Inc. v. Board of Appeals, William Granfield v. Jeanette Rocco, Gary Donovan v. William Chandler, Scott Risteen, ppa v. Town of Tewksbury, Robert McDevitt v. Town of Tewksbury, Mark Cullinane v. Town of Tewksbury, Thomas Guzzetti v. Town of Tewksbury, David A. McInnis v. Town of Tewksbury, William Granfield v. Albert Lipp, Lawrence Driscoll v. William Chandler, Town of Tewksbury v. William Smith, Town of Tewksbury v. William Granfield, Richard Bruere v. Town of Tewksbury, Board of Selectmen v. Joanne Aldrich, et alii, Whitman & Howard, Inc. v. Town of Tewksbury, Douglas Bell v. Town of Tewksbury, Ilene Hanscom v. Town of Tewksbury, Carmen Pugliese v. Board of Appeals, and June Ronco v. Town of Tewksbury.



Tewksbury Board of Selectmen

The matters of Scott Risteen, ppa, and National Amusement, Inc. were settled. In the case of Mark Cullinane, the matter was dismissed against the Town of Tewksbury. In the case of William Granfield v. Jeanette Rocco, an adverse finding was made against the Town, but on appeal to the Appeals Court, the Appeals Court ruled in favor of the Town. In the matters of William Granfield v. Albert Lipp, the Court granted a preliminary injunction in favor of the Building Commissioner, and in the case of Town of Tewksbury v. William Granfield, the Court granted a preliminary injunction in favor of the Town.

In the District Court, the cases of Jean Bartlett v. Town of Tewksbury, Costa v. Town of Tewksbury and Gilbert & Georgeanna Ricardo v. Town of Tewksbury, are concerned with dog hearings before the Board of Selectmen. Also the cases of Flodin-Partridge v. Chandler,, Cancila v. Shimkus, Patricia Lysz v. Town of Tewksbury, Town of Tewksbury v. Roger Desjardins, Paul Nutile v. Town of Tewksbury, Genway Corp. v. Town of Tewksbury, and Town of Tewksbury v. J. Sullivan, are concerned with property damage claims. In addition there was the appeal of Peter Peters v. The Town of Tewksbury and Civil Service Commission, McGregor v. Paris and The Town of Tewksbury, which were concerned with contract claims and the case of Donald Ordway, et al v. Board of Appeals, as well as several small claim actions concerning street defects.

Also, before the Appellate Tax Board, the following matters were heard or are in litigation: DeMoulas Warehouse, DeMoulas Shopping City, L & T Realty Trust, Jose Ruisanchez, Tew Mat Realty, Delta & Delta, Tenneco, Inc., Edward Martin, William Dole, New England Telephone, Exxon Corp., Arthur C. Anton, Trustee, Clark Road Realty, Fielding Land Development, Perkins, Trustee, Marshall Corp., M. Monoxelos, Trustee, Whitecliff Manor Realty Trust, and Gossels, Trustee of Laine Realty Trust.

In addition, there were the cases of Bay Corporation v. Town of Tewksbury which involved extensive arbitration proceedings before the American Arbitration Association, and which was settled, and the case of Whitman & Howard, Inc. v. Town of Tewksbury, presently in the Superior Court, both cases being concerned with the Sanitary Sewer Project.

Furthermore, there were two (2) cases that went on appeal from the Superior Court to the Appeals Court. In the case of William Granfield v. Jeanette Rocco, the Appeals Court sustained the position of the Town and reversed the Superior Court. In the case of Town of Tewksbury v. William Smith, the Town received a favorable judgment in the Superior Court, the Defendants appealed, and the Appeals Court sustained the Town of Tewksbury.

In regard to matters before various administrative tribunals, in the case of Peter M. Peters v. Town of Tewksbury before the Civil Service Commission, the Commission ruled in favor of the Town.

In the case of Firefighters Local 1647 v. Town of Tewksbury concerning pay checks, before the Board of Conciliation and Artitration, the Board of Conciliation

found in favor of the Town.

In addition, there were several hearings concerning Chapter 766 matters, special education, before the Department of Education.

With the doctrine of sovereign immunity having been abolished by the Legislature, and where the Town is now liable for acts of negligence by its officers and employees, as is already apparent, more legal suits will be filed against the Town, and, it becomes extremely important that all department heads, officials and employees, exercise due care and correct those problems which might result in litigation.

In addition to court and administrative hearings, your Town Counsel has appeared before state agencies, prepared legal documents, contracts, deeds, easements, court pleadings and briefs, legal opinions and memoranda for various departments, architectural and construction contracts, drafted by-laws, rules and regulations and town meeting articles, and has been extensively involved in the sewer and water treatment plant projects.

Your Town Counsel has been available for conferences with the Board of Selectmen and the Board of Public Works during regular meetings and for advice at the Annual and Special Town Meetings, and, further, has been available for legal assistance to other Town Boards, Committees and Departments.

I again wish to thank the several Boards, Committees, Commissions, Department heads and their employees for the excellent cooperation afforded to me during the past year.

Respectfully submitted,
Charles J. Zaroulis
Town Counsel

Northern Middlesex Area Commission

The Northern Middlesex Area Commission's regional planning program, during 1981, continued emphasis on transportation, environmental, and community revitalization issues. These programs, collectively, are aimed at the Commission's overall policy of allocating growth and development in the region where it can be best accommodated. This long standing NMAC policy is especially important in this decade when limited financial and energy resources demand that every decision, public and private, bring about maximum efficiencies, and a clear understanding of the interactions between seemingly diverse policies and functions.

Like all other governmental organizations, Northern Middlesex Area Commission found 1981 to be a year of substantial adjustment. New directions in Federal policy and the budgetary limitations voted in Massachusetts have made it necessary to stretch program budgets as far as possible without giving up the principal objectives of the Commission. The Commission believes that it can

play a significant role in this period of governmental adjustment. In many cases cost-effective local solutions to municipal problems may be best reached by two or more communities working cooperatively. Sometimes analysis will indicate that the greatest efficiency can be achieved by the community alone. In any event, it is a careful analysis of the short and long term implications of a decision through the planning process that can provide the basis for a well informed decision. The Commission is dedicated to providing just such information.

During the past year, the Commission engaged in a number of specific activities in the context of its overall regional comprehensive planning mandate. These included:

1. *Center Development Studies in Chelmsford and Pepperell.* These studies in the older commercial areas were aimed at revitalization in the commercial and residential areas around these centers. This program continued an effort of several years which has touched upon the older centers and neighborhoods of every town in the region and has targeted funding and low interest loan assistance.

2. *Historic Preservation* is a concern to every community in the Northern Middlesex area, and the Commission's program extended advice to all of the Historic Commissions. The particular emphasis during the past year was on Billerica's Mill Village, a historic area of North Billerica. Working closely with the Historic Commission, the Historical Society, the School Department, and other interested local officials the program evaluated and reported this area's historical significance and provided considerable encouragement for future revitalization activities in the neighborhood.

3. *Sub-Division Roads* were analyzed in the Towns of Westford and Tyngsborough with a view towards improved and more sensitive regulatory procedures that would enable better design and more realistic regulatory procedures.

4. *Hazardous Waste* was given increased emphasis by recent State regulatory procedures. The Commission endeavored to provide Hazardous Waste Coordinators with as much information as is available and to respond responsibly to the issues raised by the proposed site in the Town of Westford.

5. *Transportation Planning* comprises the bulk of the Commission's budget and involves planning for road, transit, and related facilities. This planning is undertaken cooperatively with the State's Executive Office of Transportation and Construction, the State Department of Public Works, the Lowell Regional Transit Authority, and the Commission. Together these agencies form a "Metropolitan Planning Organization" to meet the planning requirements for Federal assistance. The Commission's efforts in 1981 resulted in a number of achievements:

- Support and encouragement for a long awaited Environmental Impact Report on an additional bridge crossing over the Merrimack River.
- Traffic management in highly commercial "strips" on major corridors with particular focus on Route 38 in Tewksbury.

- Survey and analysis of neighborhood traffic and circulation problems in the selected "development centers" for which other NMAC planning was underway.
- Analysis of air quality implications of the region's transportation network.
- A major program in downtown Lowell to improve pedestrian circulation, transit facility, parking and truck traffic movement in the downtown. This project which involves cooperation between the Commission, the Transit Authority, Lowell's Preservation Commission, and the City was one of thirty-seven selected "transportation systems management" programs funded nationwide during the past year.
- Transit planning and analysis was continued to assist the Lowell Regional Transit Authority in monitoring and planning its services and efficiencies.
- *Transportation Improvement Program* was prepared which focussed the various transportation programs for which area communities seek Federal funding was forwarded to State and Federal officials for inclusion in overall statewide priorities.

6. *Data Management*, especially in light of the 1980 Census figures, was a continuing NMAC service. The Commission became an affiliate Data Center in cooperation with the Commonwealth and the Bureau of the Census. This service is extensively utilized by all communities and by other public and private interests which serve or wish to serve our region.

7. *A Clearinghouse* for many State and Federal programs is maintained by the Commission. This Clearinghouse receives notice of many categories of Federal and State decision pending, including grants and aids, housing assistance, environmental impact reviews, and industrial development financing. The Commission circulates notice of these pending matters to the communities and interests which are impacted and forwards this advice and comments for consideration by the State and Federal decision maker. Over \$247,000,000 in projects were reviewed in 1981.

There are other numerous areas of involvement in planning and technical assistance to local boards and committees and to others interested in the region and its communities. The items reported above are intended to provide an overview and sense of NMAC concern and direction.

In FY 1981 the Commission expended just under \$281,000 of which \$60,000 was paid by assessment of the nine (9) member communities on a per capita basis. It is expected that the 1982 budget will reflect a slight reduction in the per capita assessment.

The Commission invites full participation in its planning process by all citizens of the nine communities of our region. There are various ways to participate on advisory committees, workshops and the like. In the final analysis, NMAC's effectiveness depends on the voluntary cooperation of the communities we serve. We are grateful for the assistance, support and encouragement we have received in 1981 and in past years.

Planning Board

The Tewksbury Planning Board was reorganized after the April 1981 Annual election resulting in the following assignment: Chairman - Joseph G. Doherty; Vice Chairman - Wilfred A. Lambert; Clerk - Robert P. Sullivan; members - David E. Cook and George B. Donovan. The South Tewksbury Community Development Advisory Board and North East Solid Waste Committee representative was George B. Donovan. Mr. Doherty served on the Northern Middlesex Area Commission, and Mr. Lambert served on the Ad Hoc Industrial Growth Committee.

Nineteen hundred and Eighty-One was a very busy year for the Planning Board. Much effort was spent by the Board, The Northern Middlesex Area Commission, the Board of Selectmen and the South Tewksbury Community Development Advisory Board in preparing a planning proposal for the Main Street/Tewksbury Center Area. The proposal essentially is designed to look at the problems and opportunities present along the entire "strip" and present specific strategies for the improvement of Tewksbury Center. The Main Street corridor and Tewksbury Center study is being funded with \$5,000 from the Northern Middlesex Area Commission, matched by part of the Town's Federal Housing and Urban Development grant. The center development study will be the first step in establishing a commercial center for the Town, and managing development along Main Street.

In addition to this, the Board applied for and received a \$15,000 Massachusetts Historical Commission Preservation Planning Grant. The objective of the project is to develop a Preservation Plan for the Town based on the community survey of its historical assets. The project will organize the various historically significant areas and individual structures within Tewksbury so that priorities for preservation are clear and so that future public and private activities in the Town are governed by an overall design consistent with historic preservation goals. In addition, the project will develop a set of historic district guidelines for the North Tewksbury and Town Centre areas in order to insure that anticipated redevelopment activities complement and clarify the historic significance of the areas.

New subdivision activity continued to increase during 1981 with increased building in older subdivisions. At the end of the fiscal year there were 10 active subdivisions with a total of 319 building lots. Ninety-three lots have been released by the Board, with the remaining 226 lots and \$16,300.00 being held to guarantee completion of the streets and drainage systems.

During the year the Board received two cluster subdivision plans totalling 108 building lots and offering

more than 74 acres of open space to be perpetually preserved in its natural state. Cluster type development has been nationally recognized for the environmental, social and financial advantage over other types of subdivision design. Even more important is that it gives the Town an alternative form of housing development while providing needed open space, streets that are less costly to maintain and creates more diverse living environments for the homeowners.

In addition to this, the Planning Board is playing an increasingly active role in attempting to attract new industry to Tewksbury in examining and upgrading the Town's growth controls and planning for long range projects.

At the 1981 Annual Town Meeting, two of the three zoning articles submitted by the Board were adopted by the required two-thirds vote. A total of three articles are being reviewed for submittal to the 1982 Annual Town Meeting.

The Board meets bi-weekly on Monday evenings at 6:30 p.m. in the DPW Building on the corner of Pine Street and Whipple Road. The Board's office is open daily to serve the public with the help of Lee Newman, the Planning Director. Requests to appear on the Board's agenda will be taken up to 1:00 p.m. on the previous Thursday through the Board's secretary, Suzanne Lumia.

The Chairman wishes to thank all of the Board members, our secretary and the Planning Director for the hard work and devotion to duty during the past year. It is certain that Tewksbury will benefit from these labors.

Chairman, Planning Board
Joseph G. Doherty

Board of Appeals

The Board of Appeals held 63 public hearings in the year 1981. The members of the Board personally viewed all properties before rendering decisions. The members spent many hours viewing land and property, discussing all cases openly and hoping our decisions will make Tewksbury a better community.

The Board held many special meetings with our Building Inspector, Town Counsel, Planning Board and many other Boards throughout the year regarding public hearings and applications that needed questions and answers from these Boards.

Out of the 63 hearings held, 58 were variances of which 47 were granted, 8 were denied, 1 was withdrawn, 1 is going to reapply, and 1 is pending; 5 special permits of which all 5 were granted.

We would like to thank the members of all the Boards that were so helpful in the year 1981.

Respectfully submitted,
Robert A. Greenleaf
Chairman

Tewksbury Housing Authority

The Tewksbury Housing Authority is pleased to report that construction has commenced on our \$2.7 million dollar HUD Development on September 22, 1981, that will provide housing for fifty (50) Elderly/Handicapped persons. This development is expected to be ready for occupancy sometime late fall of 1982.

This development is the first of its kind to be constructed in the Country having passive space heating, active hot water heating and being earth sheltered to provide the maximum in energy conservation. It has been estimated that this development may operate with a 40% savings on energy.

The Development has been named Robert Flucker Heights and the street named Delaney Drive to honor Mr. Robert Flucker and Mrs. Mary Delaney who were the original members appointed by the Board of Selectmen when the Tewksbury Housing Authority was organized in 1963.

At this time, I would like to thank all of the Commissioners, Mr. Robert Flucker, Mrs. Mary Delaney, Mr. Leo Chibas and Mr. William Schuellein, our Secretaries, Ms. Corinne Delaney and Ms. Lorraine Maniscalco for the hard work and devotion to duty during the past year, and also wish to extend a special thanks to the Town Fathers, Tewksbury Hospital and all other Town Departments for their cooperation with the Authority.

Rolland J. Roy
Chairman

TEWKSBURY HOUSING AUTHORITY TEWKSBURY 667-C2 MASS BALANCE SHEET-DECEMBER 31, 1981 (UNAUDITED)

ASSETS		
Administration Fund	8,909.30	
Petty Cash	<u>25.00</u>	8,934.30
Advance to Revolving Fund		6,000.00
Accounts Receivable: Tenants	126.00	
Accounts Receivable: 707	<u>3,150.00</u>	3,276.00
Investments:		
Andover Savings	1,246.03	
Checking/Savings	7,914.08	
M.M.D.T. Retirement	<u>86,450.67</u>	95,610.78
Prepaid Insurance	3,643.77	
Prepaid Retirement	<u>1,855.82</u>	5,499.59
Development Costs	2,670,000.00	
Less: Dev. Cost Liquidation	<u>(171,000.00)</u>	<u>2,499,000.00</u>
Total Assets		<u>\$2,618,320.67</u>

TEWKSBURY HOUSING AUTHORITY TEWKSBURY 705-1 MASS BALANCE SHEET - DECEMBER 31, 1981 (UNAUDITED)

ASSETS		
Administrative Fund		662.31
Advance to Revolving		150.00
Accounts Receivable: Tenants		646.77
Investments: Andover Bank		684.27
Prepaid Insurance	82.40	
Prepaid Retirement	<u>39.91</u>	122.31
Development Costs		<u>98,000.00</u>
Total Assets		<u>\$100,265.66</u>

LIABILITIES, RESERVES AND SURPLUS		
Accounts Payable-Revolving Fund	214.11	
Accounts Payable-Development	<u>2,960.78</u>	3,174.89
Accrued Pilot		-0-
Grants Authorized		98,000.00
Operating Reserve		(199.72)
Current Year Surplus (Deficit)		<u>(709.51)</u>
Total Liabilities, Reserves & Surplus		<u>\$100,265.66</u>

LIABILITIES, RESERVES AND SURPLUS		
Accounts Payable-Revolving Fund	6,821.19	
Accounts Payable-Development	<u>476.62</u>	7,297.81
Tenants Prepaid Rents		2.00
Grants Authorized		2,499,000.00
Notes Authorized	171,000.00	
Less: Notes Retired	<u>(171,000.00)</u>	-0-
Capital Reserve	32,016.00	
Operating Reserve	<u>64,494.72</u>	96,510.72
Current Year Surplus (Deficit)		<u>15,510.14</u>
Total Liabilities, Reserves & Surplus		<u>\$2,618,320.67</u>

TEWKSBURY HOUSING AUTHORITY
TEWKSBURY 705-2
BALANCE SHEET - DECEMBER 31, 1981
(UNAUDITED)

ASSETS		
Cash		4,256.39
Advance to Revolving Fund		400.00
Accounts Receivable: Tenants		302.00
Investments: MMDT		90,718.84
Prepaid Insurance	167.13	
Prepaid Retirement	<u>99.77</u>	266.90
Development Costs		<u>118,848.43</u>
Total Assest		<u>\$214,792.56</u>

LIABILITIES, RESERVES AND SURPLUS

Accounts Payable-Revolving Fund		432.90
Accrued Pilot		1,764.00
Grants Authorized	450,000.00	
Grants Unissued	<u>(235,000.00)</u>	215,000.00
Surplus		(.02)
Residual Receipts		<u>(2,404.32)</u>
Total Liabilities, Reserves & Surplus		<u>\$214,792.56</u>

TEWKSBURY HOUSING AUTHORITY
HUD TURNKEY PROJECT
BALANCE SHEET - DECEMBER 31, 1981
(UNAUDITED)

ASSETS		
Cash		2,576.60
Accounts Receivable: 667-C		1,010.00
Investments: Savings	693.45	
Investments: USTB	<u>53,593.50</u>	54,286.95
Preliminary Planning Costs		<u>24,611.81</u>
Total Assets		<u>\$82,485.36</u>

LIABILITIES, RESERVES AND SURPLUS

Accounts Payable-Revolving Fund		393.36
Notes Payable-Project Loan Notes		<u>82,092.00</u>
Total Liabilities, Reserves & Surplus		<u>\$82,485.36</u>

TEWKSBURY HOUSING AUTHORITY
HOUSING ASSISTANCE PAYMENTS PROGRAM
BALANCE SHEET - DECEMBER 31, 1981
(UNAUDITED)

ASSETS		
Administrative Fund		4,965.65
Advance to Revolving Fund		500.00
Investments: Bay Bank Middlesex		1,237.66
Prepaid Insurance		345.73
Land, Structures & Equipment		<u>204.90</u>
Total Assets		<u>\$7,253.94</u>

LIABILITIES, RESERVES AND SURPLUS

Accounts Payable-Revolving Fund		254.11
Prepaid Annual Contribution		24,649.00
Unreserved Surplus	(53,581.47)	
Operating Reserve	583.30	
Cumulative HUD Contributions	<u>53,786.37</u>	788.20
Interest Income		32.76
Ongoing Administrative Expenses	(2,732.13)	
Housing Assistance Payments	<u>(15,738.00)</u>	(18,470.13)
Total Liabilities, Reserves & Surplus		<u>\$7,253.94</u>

TEWKSBURY HOUSING AUTHORITY
TEWKSBURY 707 MASS
BALANCE SHEET - DECEMBER 31, 1981
(UNAUDITED)

ASSETS		
Cash		7,084.82
Advance to Revolving Fund		<u>35.00</u>
Total Assets		<u>\$7,119.82</u>

LIABILITIES, RESERVES AND SURPLUS

Accounts Payable-Revolving Fund	72.32	
Accounts Payable: 667-C	<u>3,150.00</u>	3,222.32
State Share Unallotted		3,231.00
Current Year Surplus		628.32
Residual Receipts		<u>38.18</u>
Total Liabilities, Reserves & Surplus		<u>\$7,119.82</u>

Veterans Agent

Honorable Board of Selectmen
Town Hall
Tewksbury, MA 01876

Gentlemen:

I am privileged again to have served your Honorable Board and our citizen Veterans and families for another

year as Director/Agent of Veterans' Service.

Our office, located next to the Treasurer's Office in Town Hall, is opened daily 9:00 a.m. to 4:30 p.m. The agent can be contacted at his home, 851-4201 after working hours.

Attached you will find charts for 1981 monthly expenditures for which the Town is reimbursed 50% by the State.

I wish to thank the Honorable Board of Selectmen and other town departments for their cooperation and assistance.

Director/Agent
Secretary

Anthony J. Gizzi
Yolanda Luongo

DEPARTMENT OF VETERAN'S SERVICES MONTHLY EXPENDITURES 1981 AID

	Ordinary Benefits	Fuel	Nursing Home	Doctors	Medica- tion	Hospital	Dental	Misc.	TOTAL	Case Load
January	2,142.25	453.50	None	None	None	None	None	308.83	2,904.58	14
February	2,221.50	303.50	None	996.60	762.39	359.28	None	292.90	4,936.17	15
March	1,770.50	247.50	None	25.50	68.97	None	None	170.59	2,283.06	12
April	1,497.00	198.50	None	272.00	619.17	None	None	270.52	2,857.19	11
May	3,150.50	288.25	None	227.00	375.70	None	None	391.92	4,433.37	15
June	2,306.00	None	None	181.00	79.35	None	None	194.16	2,760.51	13
July	1,825.25	None	None	665.00	1,720.98	729.38	380.00	392.99	5,713.60	17
August	2,061.50	None	None	None	None	None	None	308.27	2,369.77	13
September	1,996.13	99.25	None	None	None	None	None	246.74	2,342.12	13
October	2,805.50	284.50	None	None	None	None	None	317.49	3,407.49	15
November	3,622.50	345.50	None	78.00	154.79	None	None	308.27	4,509.06	16
December	4,088.75	401.50	None	429.50	715.20	285.38	None	429.02	6,349.35	21

Industrial Commission

The Industrial Commission has spent the last year in evaluating the towns industrial potential. With the addition of adequate water and sewer service to the community, Tewksbury can become competitive in the industrial market. With the growth of Hi-Tech industries in our region, we feel that we are ready to meet their needs.

It is the Commissions charter to bring clean insutries to the town, and to assist all intrested parties in develop- ing in town. It is also our duty to protect the residents who may be affected by a potential development. The only way that industry can blend with the community is to get the input from all concerned parties. With this policy in mind we have initiated a program where the developer, abutters, and Industrial Commission meet to discuss the proposed plans, and listen to recomenda- tions that may be beneficial to development. It is this commissions hope that such plans will aid in a better understanding of industries place in the community.

Major industrial development for 1981 took place in the form of warehouse and office space. Several local firms added to their structures or invested in renova- tions. The official records show that \$3,734,110 was in- vested in major commercial building. In a year of rebuilding, we feel that these figures show a change in the attitude toward industry in our town. We look for- ward to an even better year in 1982.

Thomas R. Girard
Chairman

Office of Town Clerk

TOWN STATISTICS

	1970	1980	1981
Population	22,755	24,478	24,605
Licenses - Dogs	1,369	1,100	1,332
Licenses - Sporting	1,068	507	596
	(4-1-81 thru 12-31-81)		

FINANCIAL

1981
(4-1-81 thru 12-31-81)

Fees to Town Treasurer	\$ 4,121.10
Dog Fees to Treasurer	3,871.95
Sporting Licenses to State	<u>5,549.50</u>
Total	\$13,542.55

VITAL STATISTICS

	1975	1980	1981
Births	290	268	266
Marriages	447	181	171
Deaths	163	131	165

Chapter 46, Section 15: The Town Clerk will furnish blanks for the returns of births to parents, householders, physicians, and registered hospital medical officers applying therefor.

BOARD OF REGISTRARS

Thomas Casey	Fred Montague
Robert Hunter	Elizabeth Carey, Clerk

One of the major duties of registrars is to hold voter registration sessions. Registrars are responsible for the entire registration process, for maintaining registration records, and for sending certain records to the Secretary of State.

There are three basic lists that the registrars are required to prepare - the street list, the annual register of voters, and the voting list.

Precinct enrollment:

Precinct 1	4695
Precinct 2	3652
Precinct 3	<u>4090</u>
Total	12,437

Party enrollment:

Democratic	4809
Republican	694
Unenrolled	<u>6934</u>
Total	12,437

ELECTION OFFICIALS

There was one election in the Town of Tewksbury for the year 1981. The Annual Town Election was held on Saturday, April 4, 1981. The Polls opened at 10:00 A.M. and closed at 10:00 P.M. There was 3402 votes cast.

List of Election Officials from August 1980 through August 1981:

PRECINCT I

Warden	Rita Thompson
Deputy Warden	Mary Heidenrich
Inspector	Rita O'Brien
Inspector	Margaret Heidenrich
Deputy Inspector	Gladys Collins
Deputy Inspector	Ellen Keefe
Clerk	Priscilla Matley
Deputy Clerk	Betty Carter
Inspector	Louise Gearty
Inspector	Gladys Gale
Deputy Inspector	S. Everett Page
Deputy Inspector	Jean Holmes

PRECINCT II

Warden	Mary Proverb
Deputy Warden	Hilary McMahon
Inspector	Evelyn Sederquist
Inspector	Bernice Lipp
Deputy Inspector	Celia Wolff
Deputy Inspector	Dorothy McMahon
Clerk	Muriel Hart
Deputy Clerk	Maxine Drew
Inspector	Robert Plourde
Inspector	Rose Marsilli
Deputy Inspector	Vera Flagg
Deputy Inspector	James Hallett

PRECINCT III

Warden	Lorraine Whitten
Deputy Warden	Mary McCarthy
Clerk	Claire Trongone
Deputy Clerk	Jeanette McCusker
Deputy Inspector	Mary Spiller
Warden	Barbara Cook
Deputy Warden	Jean Ray
Inspector	Ruth Mores
Inspector	Eleanor Haines
Deputy Inspector	Dorothy Demaris

We are indeed grateful to the Election Officers, Tellers, and Adding Machine Operators for their loyal and dedicated service to the Townspeople during the Elections.

COMMUNITY ACTIVITIES

Recreation Commission

The goal of the Recreation Department is to provide leisure time activities for all residents of Tewksbury. The Department directs a wide variety of programs, some open to all, some involve competition with other towns, with teams of determined size. Whatever the program, the emphasis is always on the enjoyment of all who participate.

A word of thanks is extended to the hundreds of people who donate their time to make these programs a success.

BASKETBALL — BOYS

The 1981-82 season finds there are now 220 boys playing basketball in the Tewksbury Youth Basketball League, with 60 boys attending a Monday night clinic because of the fact there's no room for them to be placed on a team. This is an increase of 14 teams since Ed Blades and Ed Krzesinski have taken over supervision of the league. With the allocation of more gym time, we plan on expanding by 4 more teams to make sure that every boy who wants to play will be able to do so. This program would not be operating without the valued assistance of all the coaches and referees who volunteer their time. They are too many to name.

Also, with the help of the Boosters Club, which is organized by Jean Blades, Sheila Krzesinski and Barbara Cunningham, we have been able to provide money for trophies, banquet, etc. Barbara Cunningham also runs the referee program, by assigning referees to each game. The money we obtain from the town, goes towards the purchase of all equipment and uniforms and some gym time.

BASKETBALL — GIRLS

The girls' league, under the direction of Roberta Whelton, enjoyed another very successful season. There

are approximately 120 girls who make up the junior and senior groups, with six teams in each group. Mr. Barry Sheehan and his Tewksbury Girls' Varsity team held a clinic to instruct all the girls in the fundamentals of the game. Many of the varsity and junior varsity girls help coach the teams. At the end of the season, all stars are chosen from each group, and they then play a series of inter-town games. After the All-star series, an awards night is held at the Tewksbury High School gym with trophies given to the division winners and the members of the All-Star squads.

BOWLING

The Recreation Bowling Program runs from September thru March at the Wamesit Bowl-A-Matic, with over 500 boys and girls bowling on Tuesday, Friday, and two sessions on Saturday. Each boy and girl must be between the ages of 9 and 17. For the second year the duckpin bowlers are registered in the National Youth Bowling League and are eligible to qualify for the State Tournament. The program is under the direction of Doug Maguire, Eleanor Riddle, Claire Maguire and Charles Stella. Supervisors for the 1981 season are as follows: Jeanne Blades, Ellie Spinelli, Jean Brady, Bill Zotto, Eleanor Riddle, Claire Maguire, Cathy Pacini, Bill Lee, Joe Salven, Mary Maguire, Ruth Perry, Bill Dyer, Jean Julian, Nancy Judge, Dot Fournier and Charles Stella.

FIGURE SKATING

The Tewksbury Figure Skating Association is a program which enables children of the town to learn the USFSA basic skills in figure skating. The program consists of a *badge test program*, where students are tested when they are ready to move up; *competition*, where students are invited to participate in the annual Department of Environmental Management Championship Figure Skating Competition. Students are not obliged to enter; a *small exhibition* is also presented at the end of the season by guest skaters as well as our own skaters; a *precision team*, made up of 12 to 16 students who work together as a team; *professional group lessons*, which are available to those who wish to take them at an additional fee.

The 1981 season saw 112 girls participating and 16 coaches. The "A" and "B" Teams were the Merrimack Valley Champions. This year we hosted the Carnation Bowl, with teams coming from Bridgewater, N.J., and Valley Cottage, N.Y. Also this year, the cheerleaders were invited to participate in the Gala Half Time Show, which was designed to include everyone in the program.

The six "C" Teams were involved in their own competition this year. Although all the teams worked especially hard for this, the Cherokee Squad was the overall winner. The "A" Team went into the First Annual Merrimack Valley Cheerleading Competition. Although they did not place, the satisfaction of knowing they had done their best gave each girl a rewarding feeling.

This year was a good one, and the team spirit and dedication is one the girls can be proud of. Another great year is anticipated for the 1982 season.

GIRLS' SOFTBALL

The Recreation Girls' Softball League now has 300 girls, ages 11-16, participating in a 16 team intramural program and a travelling "A" team. A clinic again was organized due to the large number of girls trying out. The league, expanding to 16 teams, split into two divisions with ages 11, 12, 13 forming the Junior Division and ages 14, 15, 16 the Senior Division. The program runs from June thru August, and consists of play-offs and a cookout where awards are given out.

Games are played at the Junior High School, Dewing School, Foster School, Tewksbury State Hospital, and Memorial Diamond, Monday thru Friday nights.

The travelling "A" team plays in the Middle Essex League and is managed by Joe Barry.

The 16 intramural teams are: Junior Division - All Americans, coached by Connie and Jane Ravagni; Braves, coached by John Snow; Cubs, coached by Bill Zotto; Dodgers, coached by Bob Letteri; Giants, coached by George Byrne; Orioles, coached by John Coviello; Rangers, coached by Diane Foley and Debbie Mento; Reds, coached by Dave Gonzales; Senior Division - Angels, coached by Mark Montecalvo; Bruins, coached by Joe and Donna Goodine; Colts, coached by John McDermott; Pirates, coached by Mike Kapust and Janet McInerney; Redmen, coached by Dick Kirk; Red Sox, coached by Bill Staniewicz; Tiggers, coached by Shirley Luken; Yankees, coached by Barbara Daniels and Carol Peschel. The junior Division championship was won by the All Americans beating the Cubs, while the Senior Colts defeated the Pirates.

The league is under the direction of Mary and Walter Maguire; Treasurer, Ann McDermott; Equipment Manager, George Byrne; Publicity Director, Barbara Daniels.

Over the course of a 14-week season, the Tewksbury Youth Soccer League provided 988 children the opportunity to enjoy the game of soccer. The intramural program serves both boys and girls from 8-15 in four age divisions. There were 44 teams in the intramural program. The teams played a 10-game season which culminated in the soccer jamboree in mid-June.

The League also provided children with physical handicaps the opportunity to participate in our program with their friends.

The league's travelling program enters 6 teams in the Middlesex Youth Soccer League, one of the most competitive leagues in the state. During the 1981 season 5 of the 6 teams were champions of their division. Under 12 Boys A team — Divisions 2 Champions; Under 12 Boys B team — Division 4 Champions. Under 14 Boys A team — Division 1 Second Place; Under 14 Boys B team — Division 4 Champions; Under 16 Girls team — Middlesex Champions; Under 16 Boys team — Middlesex Champions.

The Board and Coaches of the league would like to express our gratitude to the parents of Tewksbury for their continued support.

SPECIAL NEEDS

Tewksbury has two programs of recreation for children with special needs; Camp Pohelo, a six week day camp during the summer and winter bowling, a fifteen week bowling program on Saturdays.

Camp Pohelo is a six week day camp that runs from 9 A.M. until 2 P.M. on Mondays through Fridays. Camp is held at the Youth Center on Livingston Street. At the Youth Center the children participate in activities of sports, games, music, arts and crafts. An instructional swimming program takes place two days each week at Shawsheen Tech. Friday is field trip day. Our field trips included: Drumlin Farm, Museum of Science, Children's Museum and the New England Aquarium. Special events during the summer included a 'Superstars' day, sponsored by the Wilmington Recreation Department, and an overnight campout.

Camp Pohelo is for children with special needs from the Town of Tewksbury and are between the ages of 3-21. Camp Pohelo has a staff of three Special Education teachers along with three Junior Counselors and a Director.

The winter bowling program is held at Wamesit Bowl-A-Matic on Saturday from 1 P.M. to 2 P.M. The program lasts fifteen weeks, including a Christmas party and banquet.

If you have a special needs child, or would be interested in working with special needs children, contact Frank Kennedy, Director of Recreation for Special Needs.

Special thanks to the following for helping with these special programs: Volunteers, who were always there to donate their time and patience to the children;

Tewksbury-Wilmington Elks, for sponsoring the Christmas party and Superstars; and use of facilities for banquet and overnight; Wamesit Bowling for donation of their facilities for winter bowling program.

YOUTH HOCKEY

The Tewksbury Youth Hockey League enjoyed another successful season thanks to the many volunteers in the program. We were able to provide organized instruction for over 400 children, ages 4-17 from mid-September thru the first week of April. We also ran a clinic program to teach beginners to skate and the fundamental of the game of hockey.

YOUTH BASEBALL

Youth Baseball consists of a "T" Shirt, Minor, Major, Intermediate and Senior League. The "T" Shirt League has 6 teams, and the Minor League has two divisions — American and National, consisting of 16 teams. Major League is for boys and girls, ages 10-12, and also has American and National divisions. The Intermediate League is for ages 12-14 and has 10 teams. The Senior League is for boys 13-15 and has 12 teams. Approximately 920 boys and girls participate in Youth Baseball.

POP WARNER FOOTBALL

1981 was another very successful year for Pop Warner Football. The "A" team was undefeated and the "B" teams lost just one game. Both were the Merrimack Valley Champions. The In-Town league also had an exciting season, with the Mohawks again undefeated. This year Tewksbury hosted the Carnation Bowl, with teams coming from Bridgewater, N.J., and Valley Cottage, N.Y.

The program is under the direction of Mike Whelton and has sign-ups at the end of May. It is a fully insured and supervised program, with the candidates assigned to teams according to age and weight limits according to the National Rules. The program runs from the beginning of August to the end of November and is a no cut program, except for National weight rules.

Library Trustees

The Harold J. Patten Public Library offers its resources and services to all local residents without charge. The Library is open a wide variety of hours, during the morning, afternoon, and evening on weekdays, and also on Saturdays to allow residents ample time to make use of this valuable resource in our community. The Library has books and other materials for every age group.

The Library is governed by a six-member elected Board of Library Trustees. The public is invited to attend the Board's monthly meetings, which are held on the second Monday evening of each month, in the Library's Conference Room. At these meetings, the Trustees deal with such matters as policies and goals for the Library.

The Library's municipal appropriation for fiscal year 1981 was \$106,696. Of this amount, \$9,018 was contributed by the Commonwealth as our state aid grant; and \$1,556 from the county as dog licensing fees. The amount expended for books, magazines and related library materials in fiscal 1981 was \$19,992.

A far bleaker picture is painted for fiscal 1982, which ends June 30, 1982. Even though Tewksbury's state aid grant for the public library has been increased from \$9,018 to \$12,025, the total municipal appropriation has dropped to \$93,538. The amount appropriated for books and subscriptions has been cut by 25%, to \$15,000. Tewksbury's public library has one of the lowest per capita appropriations of all the public libraries in the Merrimack Valley, as well as being one of the most under-staffed libraries. At a time when inflation has had a startling impact on the price of books and magazines, the Library's ability to keep up with new publications, even on a limited scale, has been severely restricted.

More than 20% of the magazine titles which the Library subscribed to a year ago have been cancelled; four newspapers have been dropped, including the daily New York Times and the Christian Science Monitor. Several reference sources which are updated annually were dropped, including Moody's Industrial Manuals, two volumes of the Dun & Bradstreet Million Dollar Directory, the Contemporary Authors series, and a series of legal decisions from the Massachusetts Supreme Judicial Court. Also dropped because of the budget restrictions was the McNaughton Book Leasing Service, which was used to supply multiple copies of best sellers and other titles in high demand.

At the end of fiscal 1981, the Library owned 33,643 books. The Library now has more than 14,600 registered borrowers.

Proposition 2½ made its presence felt at the public library this past summer in the form of shortened hours for members of the clerical staff, fewer hours open to the public, and, for the first time since the building was built, no library custodian. To compensate for reductions in the salary account, hours were shortened during the summer in order to maintain regular hours during the school year. The Library's salary account was not funded at a level to permit regular hours throughout the entire year. State regulations mandate a minimum number of hours which a public library must be open to the public during the school year, determined by the town's population. Normally, Tewksbury's public library is open to the public 58 hours each week. From July 1 until September 14, the Library's hours were cut by almost 50% in an effort to have enough funds to meet state requirements during the remainder of the

year. During the summer period, clerical manpower was reduced by 25%. Unfortunately, circulation of library materials fell by less than 15% during the restricted hours, meaning more work, with less manpower, during a compressed work-week. Since no funds were allocated for sick leave & vacation coverage, absences on the staff during the period were not covered, compounding the hardship situation. Members of the staff should be commended for making the best of a poor situation. Much behind-the-scenes work piled up during the summer.

In December, the Library was closed from December 24 until January 4 in order to further reduce salary expenditures.

The lack of a full-time library custodian has meant that many duties formerly performed by the custodian have had to be done by other members of the staff, reducing further their ability to perform their regular assignments. Other custodial tasks have not been done at all. Staff and library patrons alike have had to suffer with less than clean conditions throughout the building, as well as slippery walks during the winter.

The Library offers several programs for children of all ages throughout the year, designed to introduce children to books and the pleasures of reading, and to the Library itself: its collections, resources, physical arrangements, and procedures for effective use.

During the school year, classes from the public schools visit the library for tours and for research projects. Most Kindergarten classes are brought to the public library at least once each year for story hours; many of these children receive their first library card during these visits. Library tours and other services are also provided for private schools, nursery and day-care facilities, clubs, and organizations.

The Library is heavily used by students from the elementary grades through college, for both curriculum-related assignments and leisure reading. With advance notice from teachers, the Library's staff members attempt to gather materials from the state's bookmobile center and from neighboring libraries in sufficient quantities to supply the needs of large groups of students who are simultaneously working on the same topics.

Programs are scheduled for elementary-aged children in the spring, during National Library Week, and in the fall, during Children's Book Week. Programs are also offered during the Christmas holidays and during the February school vacation.

Two sessions of the Preschool Picture Book Program are conducted each week. The sessions run on a six weeks cycle, and are designed for children ages 3 to 5 years. Registration is held at regular intervals throughout the year. During this past summer, story hours were conducted entirely by volunteers, due to cut-backs in the regular staff's hours. The following volunteers assisted with the programs: Cathy Brooks, Sue Cullinan, Chris Gangemi, Robert Glebus, Mary Obdens, Pat Ryan, Beth Sheehan, and Mary Ellen Tورتorici. Volunteer Judy Lodi did a superb job in planning and implementing a summer reading program. The children who participated received certificates of

achievement for their summer reading. Marie Dube volunteered to operate the film projector for weekly summer movies.

The Friends of the Library sponsored three professional theatrical performances for children during the summer. A performance by the Gerwick Puppets was held in the Junior High School Auditorium, and two performances by the University of New Hampshire's Little Red Wagon were held in the Town Hall Auditorium. Christine Folta and Eileen McDonagh from the Friends were instrumental in making arrangements for these performances.

Through its museum membership program, the Library makes available to its users family passes to the Boston Museum of Fine Arts, the Museum of Science, the Children's Museum, the New England Aquarium, and the Essex Museum in Salem. These passes give free admission into the museum to the holder and his immediate family. The passes may be borrowed for one-day use and may be reserved in advance.

Occasional programs of interest to adults are offered each year. In March, 1981, Thurston Handley, Chief Horticulturist for the Middlesex County Extension Service presented a program on vegetable gardening to a capacity crowd at the Library. In October, Sandra Kent, from the Lowell General Hospital's Primary Prevention Center, conducted a program entitled, "Enhancing Your Child's Self-Esteem."

The Library's Conference Room has been used on a regular basis throughout the year by various organizations. The room, which can seat 40 persons, can be reserved in advance for group use.

The Library makes arrangements for monthly film programs for the Golden Ages Club at the Senior Center. Films have also been provided for the Casa Grande Nursing Home, the Castle Nursing Home, and the Tewksbury Hospital.

As part of its services to the town's senior citizens, the Library maintains a sizeable collection of Large Print books, including best-selling novels, humorous & inspirational books, and non-fiction books on many topics. The Library has a subscription to the Large Print edition of READERS DIGEST, and has a small collection of materials in Braille. The Library also has available for loan to patrons a lighted magnifying glass on a desk-top stand.

The Friends of the Library held their sixth annual used book sale in October, and a bake sale in December. During the summer, the Friends sponsored three theatrical performances for children. They have donated \$300 for the re-binding of library books, an expense which would normally have had to be taken from the library's book budget, which has been so underfunded this year. The Friends have renewed the family pass to the Museum of Science and to the New England Aquarium.

Through the Friends' Memorial Book Fund, sizeable contributions have been received to purchase new books in memory of the late Mr. Jean J. Doucette of Tewksbury. In November, a brief ceremony was held at the public library to dedicate a flag pole donated by the

Tewksbury Veterans Association in memory of Mr. Doucette, and a U.S. flag, donated by Mrs. Emily Doucette in memory of her husband.

The Board of Library Trustees extends its appreciation to the many organizations in town which have made donations to the Library throughout the year. The Trustees thank the Friends of the Library for their many donations, some of which have been mentioned above. Appreciation is expressed to the Tewksbury Veterans Association for the donation of the flag pole. Thanks go to the Newcomers Club for the donation of the family pass to the Children's Museum. The Trustees offer their best wishes to the Tewksbury Garden Club for planting flowers in the spring, and hanging evergreen wreaths during the Christmas season.

The Trustees wish to thank members of the Library staff for their conscientious service during the year. The staff includes Library Director Elisabeth Desmarais, Assistant Director Fran Moore, and five permanent part-time clerical assistants: Virginia Cogan, Margaret Daudelin, Rachel DeSilva, Maureen Kelley, and Jean Mann. The Library's custodian, Walter Collins, was laid off as of June 30, 1981, due to salary cuts attributed to Proposition 2½. Prior to the salary reductions, Jacquelyn Hunt had served as secretary to the Trustees at their monthly meetings.

The Library has relied heavily on the use of volunteers since the salary reductions took effect, to allow regular staff members more time for other duties. The Trustees express their deep appreciation to the volunteers who carried out programs for children during the summer. In addition to the summer volunteers mentioned above, the following individuals came in during the summer period to assist with various tasks: Susan Doherty, Pamela Kukla, Ann Newton, and Jean Olsen. Their efforts are appreciated by the Trustees.

The Trustees also express their gratitude to the following individuals who have freely donated their time and efforts throughout the year: Emily Doucette, Ida Ford, Verda Goff, Gertrude King, and Barbara Sands. These volunteers have helped with telephoning for overdue books each week.

The Library's normal schedule of operation is as follows:

Monday through Thursday	10 a.m. until 9 p.m.
Friday and Saturday	10 a.m. until 5 p.m.

This past summer, the hours differed greatly from the above schedule. Hours for the coming summer have not yet been established.

The Board of Library Trustees invites all of the Town's residents to visit the Library and to make use of its collections, services, and special programs.

BOARD OF LIBRARY TRUSTEES, 1981-1982

Robert F. Kerber, Chairman

Wilson E. Brazile

George R. Collins

Joyce E. Danis

Dorothy Fitzgerald

Kenneth W. Holden

Elisabeth Desmarais, Library Director

Council on Aging

The challenge of 1981, it's political controversies and threats of Proposition 2½ cutbacks have been met. This is no easy task considering other area Towns' budgets were doubled what ours was and that we have a larger Center to maintain and many new and growing programs. Due to the efforts of the elderly of this Town this task was made easier. The operating budget was cut almost 20% in 1981. This \$17,300.00 figure has not been easy to work with when trying to properly maintain the same services to an increasing number of Senior Citizens.

The elderly and Council On Aging have continued to strive to improve not only the appearance of the Senior Educational Drop-In Center but also to increase the programming and services it offers. The success of the Center is due to the dedication and volunteer services of many. The Chairman and no member of the Council On Aging receives any financial compensation for their services. It is a labor of sincere concern for the elderly that the majority of the Council donate their time.

Programs sponsored by the Council On Aging are many. Among these are the weekly Health/Exercise Program held at the Lowell Boys' Club, bowling, tap dancing, line dancing, Glee Club (Carol Titcomb as volunteer director), Arts & Crafts classes, movies, whist and beano parties and gardening classes. There have been many special programs and functions held at the Center throughout the past year. In addition several health seminars and foot clinics.

It is only through the concerted efforts of certain members of the Council On Aging that these programs have been able to continue in spite of a cut in the budget which is actually two-fold when one considers the normal increase due to inflation.

The accomplishments of the elderly of this Town have been many in the past year. One large accomplishment was the completion of the hot-topping of the parking lot at the Senior Center. Other additions to the Center have been increased landscaping and the cabinets in the Arts and Crafts room. These improvements have been accomplished without any cost to the Town of Tewksbury. These accomplishments are due to the interest of those elderly who frequent the Center and who have worked diligently to raise many thousands of dollars. This is indicative of the type of elderly who live in Tewksbury and who appreciate having a Senior Center and what the Council On Aging has tried to do during the past five years.

We, (the Council On Aging) are very proud of our elderly citizens who participate and give more of themselves than they ask in return.

Respectfully submitted,
Joanne Aldrich, RN,MSN,
Gerontological Nurse Practitioner

HEALTH AND SAFETY

Board of Health

The knowledge, attitudes and feelings of groups and individuals in the community determine the success of any undertaking which a Board of Health might attempt.

Recognizing this fact, the Tewksbury Board of Health has attempted to increase public concern about its role in the community and its efforts to serve.

Independent agencies deal with certain diseases which represent special interest groups within the community. Many citizens who participate in voluntary health activities do so because of strong personal and emotional motivations. This sometimes leads to an impression of isolation from other health agencies and their problems.

The Board of Health must recognize the importance of each of these agencies, groups or organizations and aid and assist them to see that the total community is served.

One of the greatest stumbling blocks to the desires and goals of any Board of Health is jurisdictional complexity. There are many situations that have the appearance of being health related problems, but the restraints placed on a Board of Health by overlapping laws, regulations and rules often give the appearance that the Board of Health doesn't care. This is most unfortunate because the Board of Health does care and will continue to perform in the best interest of the health and well-being of the Town of Tewksbury. This task can be made easier with the help and cooperation of all of Tewksbury's citizens.

During the 1980/81 year, the Health Department was involved in the many mandatory aspects of enforcing the public health laws; restaurant inspections, housing inspections, illegal dumping, water pollution, inspection of sub-surface disposal systems, both new and repairs, rubbish collection, communicable disease, investigation and follow up, immunization clinics, health related clinics, code enforcement and the investigation and resolving the many complaints that the office received.

The problems were compounded by a staff reduction brought about by proposition 2½. This was further compounded by the fact that many of the various state agencies which normally would assist us, not only could not assist us but asked us to undertake some of the things that were routinely done by them. This was brought on by their own problems with budget and staff cuts.

Board of Health

*Police Department Auxiliary Police
Fire Department Dog Control
Civil Defense Building Department
Municipal Building Committee*

Though our services have been stretched very thin, the Board of Health and Health Department intend to see that the quality of service to the community does not suffer.

We can accomplish this with your help.

William R. McMenimen
Director of Public Health

Virginia Coviello
Secretary

Linda Roy
Recording Secretary

David Sargent
Gas/Plumbing Inspector

James Manley
Animal Inspector

Dr. Philip McLaughlin
Consultant

Because community health services are carried on under a variety of auspices, public and private, leadership for them is also dispersed among various areas.

The Health Department, because it serves the whole community in a range of programs, is perhaps the most suitable source of community leadership.

Continuous productive communication with the people of the community is basic to the accomplishment of public health objectives.

The Health Department is looked to for accurate information and guidance on health related subjects.

However, communication goes beyond dissemination of information; it includes listening and discussion as well.

While the Health Department is only one of many organizations conducting health communications activities, it may be unique in its breadth of subject matter and in the size and diversity of the population it deals with.

Realization that health services can influence man's well-being has created an expectation that such services will be available. Some health services have thus come to be regarded as a right, in the same manner as public education.

Fire Record

Fire Department
1981

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
Accident	1	1	0	1	0	0	1	0	3	2	0	0	9
All Other	25	25	16	12	20	23	16	15	18	25	23	28	246
Ambulance	66	65	63	56	67	68	78	71	77	60	61	72	804
Mutual Aid Ambulance	2	0	0	4	3	2	2	2	0	1	2	2	20
Auto	7	9	5	4	12	7	9	5	3	5	12	2	80
Brush	7	24	109	162	63	30	12	14	20	32	46	0	519
Building	3	6	7	0	2	3	3	3	2	5	2	1	37
Chimney	9	3	7	2	1	0	0	0	0	4	4	3	33
Dump & Dumpster	6	2	8	1	0	3	3	2	1	5	5	3	39
Electrical	0	5	3	1	4	0	0	0	3	5	7	5	33
False Malicious	3	3	1	1	2	1	8	3	9	6	5	1	43
Accidental	7	3	7	19	4	10	6	11	6	5	9	7	94
Oil Burners	0	0	2	0	0	0	0	0	1	1	2	0	6
Out of Town	1	2	1	5	0	0	3	2	0	0	1	2	17
Resuscitator	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	137	148	229	268	178	147	141	128	143	156	179	126	1980

FIRE DEPARTMENT ROSTER

Fire Chief		Russell W. Gourley, Sr.	1966
William A. Chandler	1947	James J. Graham	1972
		Edward J. Kearns	1970
Deputy Fire Chief		*Roger F. LaFreniere, Jr.	1970
James J. Morris	1952	Roger F. LaFreniere, Sr.	1966
		*John K. Lightfoot	1976
Captains		Richard J. Mackey	1979
John C. Cuneo	1960	Paul A. Mahoney	1947
Kenneth W. Holden	1960	Kenneth I. Mallinson	1967
William A. Magro	1960	Merrill F. Marshall	1962
		William R. Millett	1970
Lieutenants		*Robert P. Morris	1976
John W. Burris	1972	Larry H. Nawn	1969
Robert E. Collins	1970	*John T. O'Neill	1976
Lawrence P. Driscoll	1971	Richard F. O'Neill, Jr.	1959
Jack Flynn	1964	*Bruce A. Reed	1971
Robert A. Fowler	1970	*James P. Ryan	1975
Richard A. Gath	1971	Richard T. Sheehan	1966
Donald Greer	1975	*Lewis E. Small	1976
David W. Levy	1973	*Joseph F. Squires, Jr.	1976
Hilary O. McMahon	1959	Richard A. Starling	1960
Thomas Ryan	1972	*Kevin Sullivan	1978
Phillip W. Zerofski	1971	*George E. Yost	1976
		*Emergency Medical Technicians	
Firefighters		Dispatchers	
*David L. Austin	1973	Mary J. Daley	1975
Richard A. Barrelle	1960	Mary E. O'Keefe	1980
Robert C. Briggs	1960	Constance Morris	1979
Stephen A. Cotugno	1975	Barbara Sullivan	1981
John F. Coviello	1969		
Albert W. Cronin	1959	Secretary	
Cosmo J. DiBiase	1969	Mary A. Kane	1962
Robert L. Dogherty	1969		
James E. Farley	1970		
John F. Field	1970	Retired September 12, 1981	
*Russell W. Gourley, Jr.	1970	Lt. Allen J. Hancock	1969

Department of Civil Defense

During the past year the Director of Civil Defense has been updating the Emergency Operation Plan for Tewksbury and the writing of the initial steps of this plan has now been completed. Several program papers were also prepared and submitted to the proper agencies in compliance with State and Federal regulations.

We also wish to report that the Civil Defense lighting unit was used extensively in response to calls for emergency related incidents and many hours were logged during 1981 for the use of this equipment.

This department will continue to work with local, State and Federal officers in order to protect the civilian population in the event of emergency.

George Yost
Civil Defense Director

Report of the Dog Officer

I would like to thank all the people who remember that there is a leash law in Tewksbury. But I'm sorry to say that there is only a small percent that does remember. In the past year there has been so many children hurt in many ways. (From being frightened to dog bites). Let's protect our children and keep our dogs on a leash.

I want you to be aware that when I get your dog the fees will be: An administration fee of \$15.00, plus \$2.00 per day, board and keep up to \$35.00, plus fines as follows:

First Offense	Warning
Second Offense	\$10.00
Third Offense	\$20.00
Fourth Offense & After	\$25.00

So let's get our dogs licensed, get their shot for rabies and distemper. Remember - "A licensed dog is a claimed dog."

William Butt
Dog Officer

Municipal Building Committee

The Municipal Building Committee with John Sughrue as its Chairman and members Lawrence Driscoll, Robery Ryan, Thomas Cooke and William Latta have held weekly meetings through the year and special meetings as determined.

Over the past year the committee has held meetings with the Architect for the proposed Police Station with

the continued hope of obtaining Federal Funds for its construction. All avenues are being explored to obtain this federal funding.

The committee has also been overseeing repairs made to the Police Department, South Fire Station roof, and the installation of gutters and lighting at the Senior Center. All this as part of their Preventive Maintenance Program initiated last year by the Committee.

Over the coming year the committee will be involved with a study of the vacated Welfare Office at Town Hall which will be utilized for one of the Town Departments and other projects connected with the Preventive Maintenance Program.

Solid Waste Committee

The Tewksbury Solid Waste Committee, first appointed in 1976 as the "Resource Recovery Study Committee," continued to function and reviewed 3 major proposals for the disposal of the towns solid waste, i.e. trash and garbage, during 1981. Proposals were made by "Energy Answers" for a facility in Dracut, by Refuse Fuels, Inc. for a facility in Haverhill, and by UOP, Inc. (NESWC) for the facility in No. Andover.

Both the RFI and UOP facilities have a reasonably good chance for success and either facility could solve the town's solid waste disposal problem. These facilities will reduce the potential to pollute the underground water supply, decrease our dependence on OPEC oil for generation of electricity, and convert the energy in trash into electricity.

On October 26, 1981 the committee submitted their final report to the Board of Selectmen, and unanimously recommended the NESWC and state-backed UOP facility as the best alternative for the Town over the next 20 years. The UOP facility has several major advantages due to their lower tipping fee, revenue sharing, technological reliability and the turnkey backing of a large and nationally established company.

During December the Board of Selectmen entered into a 20 year contract with UOP and their subsidiaries to dispose of the Town's trash in a resource recovery facility to be built and on-line in No. Andover by 1985.

The Selectmen showed extreme foresite and courage by entering into the UOP contract and the committee believes that the Town, and also the northeast region of our country, will realize many benefits from this decision in the years to come.

Respectfully Submitted,
Edward A. Flanagan
Chairman-Tewksbury Solid Waste Committee
Planning Board-George B. Donovan
Board of Health-Joan Dunlevy
Conservation Comm.-Stanley Pelczar
Industrial Comm.-Paul E. Allen
Member-At-Large-Edward A. Flanagan
Finance Comm.-John Phillips

Police Department

Assault & Battery	97
Assault & Battery on a Police Officer	54
Assault & Battery with a dangerous weapon	37
Armed Robbery	5
Unarmed Robbery	0
Assault & Battery with intent to murder	0
Arson (Attempted)	3
A.W.O.L.	0
Breaking & Entering in the nighttime	143
Breaking & Entering in the daytime	230
Disorderly Person	165
Violation of drug laws	182
Default Warrants	220
Disturbing a school assembly	1
Prisoner failing to return	0
Forgery	25
Interfering with the police	0
Trespassing	6
Possession of a dangerous weapon	15
Larceny over \$100.00	92
Larceny under \$100.00	118
Malicious Damage	380
Minor in possession of alcohol	210
Non-support	81
Possession of burglarous tools	8
Possession of molotov cocktails	0
(By-Law) Public Drinking	115
Rape	3
Receiving stolen property	48
Threatening	22
Uttering	24
Bomb Threats	18
Unnatural Act	0
Protective custody	280
Operating under the influence	138
Motor vehicle violations	1850
Complaints investigated	7256
Breaking & entering complaints investigated	531
Accidents	1200
Juveniles arrested	161
Adults arrested	788

POLICE DEPARTMENT ROSTER

Chief of Police	
John F. Sullivan	1948
Lieutenants	
Gearty, Paul	1962
Jamieson, Walter	1968
Mackey, John	1975
Mackey, Richard	1957
Martin, Edward	1975
Regan, Denise	1976

Sergeants	
Cook, Robert	1965
Hague, Kenneth	1966
Hanson, Richard	1958
Johnson, Paul	1962
Landers, Richard	1970

Patrolman	
Amari, Peter	1974
Bolton, Clifford	1971
Bolton, Leonard	1975
Carroll, Robert	1973
Cormier, Martin	1959
DeLucia, Jos.	1974
Daley, Wilfred III	1975
DiCalogero, Anthony	1975
Doherty, Paul	1974
Flynn, Thomas	1970
Ford, Ralph	1979
Haines, Robert	1956
Hazel, George	1979
Jones, James	1962
Jop Jr., Walter	1970
Kandrotas, Stephen	1978
Landers, Alan	1968
Latta, William	1975
Layne, Warren	1970
Layne, William	1979
Luz, James	1973
McKenna, James	1979
Perry, Henry	1974
Peterson, Dennis	1975
Powers, John	1981
Ringwood, Paul	1973
Ryan, Donald	1970
Sheehan, Kevin	1975
Stephens, Allan	1968
Sullivan, Frank	1954
Westaway, Robert	1981

Reserves	
Beek, Douglas	Sweet, Bruce
Cook, David	Tanguay, Roger
Cook, Donald	Thomas, Paul
DelTergo, Michael	Hood, James
Donovan, Alfred	Donoghue, John
Dunlevy, Stephen	Barry, Maryellen
Hadley, Herbert	
Hutchins, Robert	
Jarek, John	
Latta, John	
Lukas, Edward	
Mately, Thomas	
Mehrmann, Chirstopher	
Narus, Peter	
Pappas, Francis	
Patterson, Herb	
Schettino, Vincent	
Schwalb, William	
Squires, Kevin	

Crossing Guards

Budryck, Frances
Doherty, Carol
Dooley, Eleanor
DeLucia, Sandy
Fahy, Mary
Fernald, Elizabeth
Flynn, Patricia
Jewell, Dorothy
Layne, Linda
Radatz, Mary
Rich, Barbara
Titcomb, Dolores
Viscione, Joan

Substitute Crossing Guards

Pellegrino, Sandra
Stevens, Marie

Auxiliary Police Department

The Tewksbury Auxiliary Police have completed another year of over 2000 hours of service to the town.

Auxiliary Police duties include night patrols of schools and other town properties; providing traffic and crowd control for parades and other town functions such as fireworks, Telethon, block dance, etc., as well as maintaining regular training programs for its members.

The members of the Auxiliary were saddened this year by the death of Capt. Bronslaw "Brownie" Kohanski, a 40-year member of this Department.

The retirement of Al LaBonte, Capt. and Chief, was a great loss to this organization. He was one of the founding members of the Tewksbury Auxiliary Police.

The experience and expertise offered by both of these men will be missed by the Auxiliary for a long time to come.

Building Department Report

BUILDING DEPARTMENT PERSONNEL

William Granfield — Building Commissioner
George Nuttall — Alternate Inspector
David Sargent — Plumbing & Gas Inspector
Hugh Merrill — Wiring Inspector
Loretta Miggos — Secretary, Clerk
Nicole Barclay — Clerk/Typist (C.E.T.A.)

In accordance with Section 108.8 of the Building Code and Article II, Section 5 of the Town By-laws, I hereby issue my report for the year 1981.

William Granfield
Building Commissioner

	No.	Value	Fees
New Dwellings	42	\$ 1,711,176.00	\$ 7,212.00
Commercial, New	5	1,200,030.00	3,936.00
Commercial, Additions	17	2,587,940.00	6,950.00
Multiple Family Dwellings	1	878,310.00	3,512.00
Additions to Dwellings	340	6,868,751.00	17,220.00
Second Dwelling Units	5	39,336.00	805.00
Swimming Pools	60	280,734.25	1,192.00
Signs	24	13,150.00	347.25
Demolitions	7		70.00
Gravel Permits	1		200.00
Change-Over Permits	20		480.00
Temp. Mobile Homes	7		35.00
Earth Removal Permits	1		5.00
Sub-Total	530	\$13,579,427.25	\$41,964.25
Revaluation	2		74.00
Sale of Maps	8		120.00
Late Fees	1		10.00
Recording Fees	1		100.00
Escrow	5		146.20
Inspection Certificates	36		2,064.00
Reinspection Fees	37		490.00
Flood Plain Letters	6		30.00
TOTAL	625	\$13,579,427.25	\$44,998.45

Building Violations	22
Zoning Violations	17
Unsafe Building Letters	18
Occupancy Permits	51

There were 20 Stop Work Orders issued for the year.
There were 1,441 inspections made during the year.

The following is a comparison chart for the year:

	1978	1979	1980	1981
New dwellings	79	76	66	42
Additions to Dwellings	199	329	303	340
Second dwelling Units			8	5
M.F.D. Units			4	60

Alterations and additions to commercial buildings issued in 1981:

	Value	Fees
Druman Trust Co. 540 Main St.	\$ 1,000.00	\$ 40.00
Wang Labs., Inc. 386 North St.	35,000.00	140.00
Delta & Delta Corp. East St.	1,449,000.00	3,198.00
Wang Labs., Inc. 386 North St.	8,000.00	32.00
Delta & Delta Corp. 875 East St.	25,000.00	100.00

Sams Inc. 2312 Main St.	400.00	10.00
Russell Caswell 442 Main St.	20,000.00	80.00
Delta & Delta Corp. East St.	432,000.00	1,164.00
New England Power Co. Lot 34, Main St.	9,800.00	36.00
Wang Labs., Inc. 333 Main St.	2,000.00	10.00
Marshalls, Inc. 1777 Main St.	100,000.00	400.00
Henry Matarazzo 1978 Main St.	17,640.00	68.00
Mahoney's Too 1609 Main St.	4,000.00	16.00
Laine Realty Trust 1921 Main St.	3,100.00	12.00
Wang Labs., Inc. 333 Main St.	240,000.00	780.00
Paulson Realty 400 Main St.	200,000.00	700.00
Holt & Bugbee Co. 1600 Shawsheen St.	41,000.00	164.00
	<u>\$2,587,940.00</u>	<u>\$6,950.00</u>

PLUMBING & GAS INSPECTIONS

David R. Sargent

Plumbing Permits	217	\$1,893.00
Gas Permits	240	1,404.00
Reinspections	18	210.00
Underground Inspections	11	160.00
TOTAL	<u>486</u>	<u>\$3,667.00</u>

New Commercial Permits issued in 1981:

	<i>Value</i>	<i>Fees</i>
R.K. Aherncro Inc. Lot B, Main St.	\$ 119,310.00	\$ 914.00
L.J. DiPalma Lots 601-640 Woburn St.	225,000.00	750.00
Disabled American Vets. Lot A Pond St.	27,720.00	108.00
C.G. & M. Construction East St.	720,000.00	1,740.00
Colonial Park, Inc. 1445 Main St.	108,000.00	424.00
	<u>\$1,200,030.00</u>	<u>\$3,936.00</u>

WIRING INSPECTIONS

Hugh E. Merrill

Wiring Permits	295	\$3,116.70
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PUBLIC WORKS

*Highway — Tree — Park
Water — Engineering
— Sewer —
Drainage — Road Construction
Snow/Ice*

Report of Superintendent

Overview

The following is my report of the department's accomplishments in 1981 which encompasses the following operational/maintenance/construction divisions: Administration, Drainage, Engineering, Equipment Vehicle Maintenance, Highway, Park, Sewer, Tree, Snow/Ice and Water.

During the past year, 1981, which was the first year under the recently enacted State-wide legislation "Proposition 2½" (Chapter 580 of the Acts of 1980), this department probably faced the most difficult task, financial-wise, in the Town's recent history of having to be able to adequately carry out the day-to-day basic essential Public Works functions that are required by the townspeople with a budget which, in all reality considering inflation and population growth, was some 10% to 14% less than the budget for the previous year.

The budget of this department, in comparison to the typical average community with the same comparable population in this state, is woefully underfunded. In recent years, this department is the only major department in this Town that has had its operational and maintenance budget decreased each and every year, so today we find that the funds allocated to the department to be among the lowest per capita in this Commonwealth. The average Fiscal 1982 budget of a department of public works in this state with a population in the 26,500 range and furnishing comparable services was about \$3.0 million — almost three (3) times the budget of this department. One only had to look around at our surrounding communities during the month of December (1981) when we experienced record-breaking snow/ice and cold and compare our physical and financial resources to the others and realize that we still got the job done because of the real dedication of the twenty-eight (28) employees that make up the department's compliment. We met the needs of the community under extremely difficult financial constraints for which the majority of the citizens, I am confident, do recognize and appreciate.

Administration: Evelyn Doherty, Valerie Mackey and William Blakeney respond to citizens' requests for services daily; purchase orders for supplies and materials are processed; personnel records are developed; specifications for materials, supplies and equipment requiring public bids are prepared and processed, as time allows; and the local administrative workload for the massive \$19.3 million Federally/State funded sanitary sewer project and the initiation of a \$13.6 million State funded water filtration plant and reinforcing mains fell upon this staff's shoulders. The workload alone that the staff undertook during the year in the final drive by the Town to obtain the additional \$5.7 million in Federal and State sewer funds in late August was a monumental undertaking that the Town should be forever grateful.

Drainage: John C. Kane, our drainage foreman, in addition to the daily storm drainage maintenance functions, undertook and completed the following projects:

1. Maureen Drive
2. New culvert across Hupper Airport runway and dredged ditch from Livingston Street to Strong Water Brook
3. Drain at corner of South and Bemis Streets
4. Drain and new culvert on Rogers Street @ Pike Street
5. New culvert across Marshall Street @ power lines
6. Drain @ 200 Whipple Road
7. New culvert and drain on Quincy Road
8. Drain on Vale Street
9. Drain on Barbara D. Lane
10. Repaired drain on Chapman Street @ Gas Co. land
11. Drain line at Tampia property on South Street

Engineering: William R. Burris, Jr., the department's engineer, in addition to carrying out his never-ending day-to-day citizen requests for information, investigation and recommended solutions for local problems; working with Camp Dresser & McKee on the on-going sanitary sewer project and the proposed water improvement project; as well as the proposed future Andover Street (Route 133) and East Street sewer, accomplished in one full year something that was not accomplished in seven years previously, namely, the finalization of the easement plans for the now on-going eighteen (18) mile sewer project. This accomplishment alone has proven to be a major factor in the exceptionally low bid prices that the Town has received for the first nine contracts, which has saved this community, to date, almost \$2 million.

Equipment/Vehicle Maintenance: John P. McCarthy and James Marshall, working as a team, were faced with the extremely difficult task of still having to maintain over 150 pieces of equipment, with one (1) less permanent employee, for the various departments in the Town, namely: Police, Dog Officer, Civil Defense, Auxiliary Police, Community Action Committee and the Public Works Department. The loss of John F. Bacheller, who retired in June of 1981 from this division, was sorely felt.

Highway: Under Alfred L. Gray, the foreman, our Highway Division maintains about 190 miles of public and town private streets and/or ways; town-owned parking lots; 30 miles of sidewalks and the paved areas for our nine (9) schools. The road surfaces continued to deteriorate this past year due to the Town's inability to finance an adequate maintenance program. We are continuously besieged with pot hole complaints, which are becoming a serious matter, particularly when they show up after a heavy rain or thaw on a weekend, and we are unable to respond to them because we do not have seven (7) day-a-week coverage, nor do we have the overtime funds to respond to them with our regular personnel.

The Town's diesel sweeper swept 65 miles of roadway (130 gutter miles), the school parking lots and the Town-owned municipal parking lots during the past year. Whereas the department owns only one sweeper, it will continue to take three years to sweep the entire 185 miles of paved road surface. I still recommend that the entire town should be swept once a year by private contract every spring. In this way, the public would not have to continue to have their road swept on an average of every three years.

Park & Playground Division - Report by Ernest J. Lightfoot, Foreman: Generally speaking, the aim of this division of the D.P.W. is to provide and maintain park areas and recreational facilities in the most functional, attractive, clean, sanitary, safe and convenient manner possible. Much has been said with ample justification about the design of our facilities and its effect on maintenance. Huge sums of money have been invested in areas and facilities, yet more often than not maintenance funding is relegated to the lowest priority. Design and construction occur once, but maintenance goes on indefinitely. Inadequate design resulting from efforts to cut construction costs invariably leads to maintenance expenditures for greater than the original savings.

The working force needed to achieve an outstanding park maintenance program may be likened to a larger community, and yet we in Tewksbury, dealing with the same demands for use and budget restrictions as a larger community, maintain our 52 grassed acres with one employee, and on a seasonal basis for the past three years.

The administration of our government has been undergoing fundamental changes that directly affect the role of our parks and recreational facilities. Each area

and facility must have predetermined standards that serve as the measure of the adequacy and character of maintenance desired. This can be done only through the understanding efforts of the user as well as those responsible for maintaining these areas. If anyone in this world has a lawn problem, it is the parks department. Of all the elements important to park landscapes, grass is the most basic. The average park division spends nearly one-fourth of its maintenance budget on turf. However, the turf in our park and recreation areas are maintained under conditions so adverse that even the best practices fail to produce and sustain good ground cover. Turf abuses stem from a number of causes, chiefly excessive use and inappropriate design to accommodate a reasonable flow and distribution of traffic. The excessive uses and abuses of the Town's major recreational complex must be addressed now if I, as its sole employee, am to continue to provide you, the taxpayer, with an orderly and inexpensive program of parks maintenance. Remember, the once federally subsidized manpower and low cost materials are a thing of the past, and without your understanding and cooperation now, the Livingston Street Park and other park areas will also be a thing of the past.

Snow/Ice Control: Under the supervision of John C. Kane and Peter M. Peters, acting as the Supervising Foremen, the department, coupled with the aid of 12 to 14 excellent local contractors who are called in when the snow depth reaches three inches, again did an outstanding job. The department's pilot program of starting to sand and salt at 5:00 a.m. when the police find the roadways are not safe for the motoring public, has been extremely successful and has led to a marked reduction in early morning vehicular accidents within the community. One of the most difficult problems that must be addressed is the need of another sidewalk tractor to keep the sidewalks cleared for the walking public, particularly the school children. We cannot keep all of the 20 miles of sidewalks, that we plow, cleared with one "tired" 1966 unit - it is simply impossible.

Sewer: Project Coordinator, Thomas W. Morris: During the year, the department spent a great deal of time working with our consultant, Camp Dresser & McKee, in order to get this massive project moving forward. Ten (10) of the eleven (11) contracts were advertised, and nine (9) of them were awarded to the lowest bidder in 1981. The remaining one (1) contract will be advertised in February 1982, and both of the final two (2) contracts will be awarded by the spring of 1982. The project has gone extremely well with no difficulties experienced to date. It is still anticipated that the entire eighteen (18) mile project will be completed by the fall of 1983. Sewer Betterment Assessment charges, sewer usage charges and sewer building/house connection rules and regulations will have to be adopted by the Town in 1982.

Tree/Forestry - Report by Peter M. Peters, Foreman: The Tree Division personnel consists of two (2) men, a working foreman and a tree climber, who are responsi-

ble for the care of all roadside trees. The following trees have been removed in the year 1981 because they were dead, dying, or had been infected with the Dutch Elm Disease. Because of the lack of funds, there has not been a replacement of any tree that has been removed in the past three years, a very serious and sad mistake, not only for aesthetic value but for ecological reasons as well.

Dutch Elm Disease - 343 Brown St.
Pine - Chandler & Whipple Rd.
Dutch Elm Disease - 313 Kendall Rd.
Maple - Chandler & Helvetia St.
3 trees - culvert on Chapman Rd.
Pine - Foster Rd. sand pit
Pine - Beech & Heath St.
Pine - 58 Brown St.
Dutch Elm Disease - Trull & Andover St.
2 Maples - Livingston St. Park
3 Birch - Trull Rd.
Dutch Elm Disease - 923 North St.
Dutch Elm Disease - 627 Clark Rd.
3 Pines - 60 Hood Rd.
Willow - Town Hall Ave.
Oak - 350 Marston St.
Pine - 842 Chandler St.
Maple - 60 East St.
Dutch Elm Disease - 446 South St.
3 Dutch Elm Disease - N. Billerica Rd.
Oak - 5 Pocahontas Rd.
Dutch Elm Disease - James & N. Billerica Rd.
Dutch Elm Disease - Pike St.
Maple - East St.
2 Maples - East St. (Posted)
Pine - Chandler & Lee St.
Oak - East St. (Posted)
Pine - 99 Vale St.
Pine - 93 Vale St.
Dutch Elm Disease - North St.
Dutch Elm Disease - Andover St.
Pine - 33 Veranda Ave.
Maple - East & Maple St.
2 Oaks - Livingston St. Park
Maple - Whittemore & East St.
Oak - Bridge & South St.
Dutch Elm Disease - Pleasant St. Pole 2
Maple - Whittemore St. Pole 5
Pine - 265 Kendall Rd.
2 Dutch Elm Disease - Old Shawsheen St.
Oak - Pleasant & Whipple Rd.
Pine - 287 Foster Rd.
Maple - 1095 Livingston St.
Dutch Elm Disease - Whipple & South St.
Birch - Whipple Rd. @ Lowell Line
2 Maples - Kendall near North St.
Oak - Miles & Brown St.
Dutch Elm Disease - Astle St.
Pine - Livingston near Pinnacle St.
Pine - State & Hoover St.
Pine - Adams Rd.
Dutch Elm Disease - Whipple & Marston
Pine - Brown St.

Dutch Elm Disease - Ballard & Lowe St.

2 Dutch Elm Disease - Old Main St.

Willow - East & Maple St.

A large amount of trees were cut from Livingston Street ditch; cut trees in back of Jr. High (40' wide by 250').

Gypsy Moth: The small amount of gypsy moth which has invaded our town in certain sections last year is only a harbinger to what is expected in next year's population. On inspection of egg masses in all areas of town, there is no doubt in my mind we will experience a population explosion of the larvae of the gypsy moth. They will strip the leaves from all deciduous trees and leave them bare and, in a weakened condition, evergreens will also become a source of food for this pest. The competition for food will become so great that some of the larvae will starve while others under the "right" conditions become susceptible to a virus disease. The trees will then go through a refoliation process that will place a great amount of stress upon them (trees). The healthy trees will survive.

There is a biological spray considered by most to be the "safest" to use and is called B.T. (*Bacillus Thuringiense*). B.T. does not last long and, for this reason, two sprays are required within a period of ten days at the right time. There are chemical sprays which can be applied once and will last longer than B.T., but these are believed to be unsafe by some environmentalists because of the effect they have on "beneficial insects".

Because of the over-population of the larvae, I do not believe in a wholesale spray program at this time for the amount of control it would incur and for the amount of money that would have to be spent. I do believe in keeping abreast of next year's population (which should be considerably smaller) and preparing for a strict control program.

Water: William J. Wilkinson, our Foreman, works with and supervises five employees in maintaining our 15 water wells; one elevated tank; two elevated storage reservoirs; 122 miles of water main; 6500 water services and 782 hydrants. During the past year, in addition to installing 39 new water services, the division repaired or replaced 37 existing water services; installed 44 new meters; installed 12 new hydrants and worked many nights and weekends in repairing and/or relocating water mains and services on the sanitary sewer project. The many functions performed by the office staff concerning new service installations and the replacement of inadequate services require a detailed background of water knowledge which involves the overseeing of pertinent information at the time of application, issuing of service numbers, the recording of information in files, ledgers, journals and miscellaneous account books. It also includes the breakdown of needed materials; obtaining ever changing price listings from vendors; the man-hours; equipment needed for each application; typing of charges to be made; finalizing whether an additional charge or refund is due; designating a meter number, obtaining a street number; obtaining map and lot information and the placement of these numbers in

commitment books; entering completion date and installation date on each new service account; keeping well organized information to be sent to Town Auditor and Office of Collector of Taxes in an expertise manner; and answering any and all questions pertaining to records and past history of service locations, to name a few. The June 23rd Special Town Meeting unanimously voted \$12.6 million, including a State grant, to construct a water filtration plant along the banks of the Merrimack River, including new reinforcing mains to our elevated storage areas. Our water consultant, Camp Dresser & McKee, are still working on the final plans and specifications, and it is their intention to open public bids in May of 1982 with the entire project scheduled for completion in the spring of 1984. The Commonwealth of Massachusetts, under the Chapter 406 Program, has assured the community of a grant in the \$3.6 million range which is for 50% of the actual cost of the treatment facility if the design of the project is completed by our consultant and approved by the State DEQE by early 1982. New realistic rates for equipment and labor were established and adopted by the Board on Thursday, August 20, 1981, for all new service connections. This was the first increase for service connections since 1954. The minimum \$30.00 annual water rate charge was increased to \$42.00 by the Board on October 1, 1981, retroactive to July 1, 1981. I am requesting that a new position of water meter installer be created in the department this year with an appropriation of \$25,000 for the purchase of about 500 new meters and registers. This position is absolutely essential to insure this community that we are receiving the maximum revenue possible for the water used. I still strongly believe that the minimum annual charge for 5/8" meters should be increased to \$60.00 per annum effective January 1, 1982, with a 10% discount granted for all bills paid within thirty (30) days from the date of billing.

The Future: With the second year of Proposition 2½ approaching us in 1982, it is going to be even more difficult to increase the DPW budget. The townspeople are going to have to readdress their overall priorities, because we simply cannot afford *not* to find the finances for the start of a road maintenance and construction program this year. The cost to replace tires and realign vehicle frontends, coupled with the rapid increase in citizen's claims and legal actions to recover these costs is becoming a real serious matter. It is getting very difficult to justify the poor condition of our road surfaces when one finds themselves behind the wheel of a typical new car that is approaching the \$10,000 purchase price with the replacement of a single tire with frontend realignment, etc., running in the \$100 to \$200 range, after hitting one pot hole.

Retirement: On July 30, 1981, following 43 years of faithful service to this community, Francis "Taddy" Brown retired from his position of Foreman in the department.

Summary: I wish to acknowledge the cooperation that I have received from the Board of Public Works, Executive Secretary, the employees, and the various Town Boards during this past year. All of the accomplishments and the progress that we have experienced could have never taken place without their assistance and cooperation. I would also like to particularly thank our ever faithful State Representative, James R. Miceli, who has always responded to every request for assistance that we have made.

Respectfully submitted,
Philip L. Pattison, P.E.
Superintendent of Public Works

EDUCATION

General Information

Superintendent's Report School Committee

Staff List

Enrollment by Schools

Shawsheen Regional Vocational Technical School

School Department General Information

Registration for School in September, 1982

KINDERGARTEN: In order to be eligible for Kindergarten a child must be five years of age on or before January 1, 1983.

FIRST GRADE: In order to be eligible for First Grade a child must be six years of age on or before January 1, 1983.

EDUCATION AND EMPLOYMENT CERTIFICATES

Every person from 14-16 years of age must have an employment certificate or permit and those between 16-18 years of age must have an educational certificate before starting work. These certificates and permits may be obtained at the office of the Superintendent of Schools, and the High School Principal. When one makes application for a certificate or working card he must apply in person and bring birth certificate and report of last grade attended.

NO SCHOOL ANNOUNCEMENTS

Schools will be closed only in the case of severe inclement weather. The schedule of no school signals in effect for this school year follows:

A series of 3 sets of 2 blasts (2-2-2) on the horns at the State Hospital and the Tewksbury Fire Department indicate no school at the following times for the groups indicated.

6:45 A.M.—No School At All Schools

7:45 A.M.—No School—All Elementary Schools Only
(Grades K — 6)

Announcements relative to closing schools for inclement weather will be carried by radio stations WRKO, WCAP, WLLH, WCCM, and WBZ.

Parents and students are requested not to call the Police Station, Fire Station, School Principals or the Superintendent of Schools for "no school" information. Information will not be available from these sources.

Report of School Committee

Louis Carciofi, Chairman	1982
Dr. Carol Wareing, Vice Chairman	1983
Thomas Cooke, Secretary	1984
Sonja Cuneo	1982
James Sullivan	1983

Anyone who has had the opportunity to drive up to the senior high school since October is well aware of the major changes in landscaping and parking areas. These are just a small reflection of the large addition being added to the building and the major renovations being made in the present building. Just to name a few of these renovations:-

-The existing science laboratories will be remodeled to house the art program.

-The existing cafeteria and kitchen will be renovated to accomodate a library.

-The present gymnasium will become the school cafeteria.

-The existing library and teachers room will be converted to classrooms.

The new construction is providing new and/or expanded facilities and equipment for specialized areas that are most in need. These include the science laboratories, the Industrial Arts shops, the Business Education classrooms, the new boys' and girls' locker rooms and a gymnasium. The new construction and renovations are being done with a minimum of disruptions to the on-going educational program at Tewksbury Memorial High School.

The effects of the voters approval of Proposition 2½ were continually felt by the school committee this year. A great many decisions on where to reduce the budget had to be made. The committee was in agreement that the highest priority would be given to retaining as many teachers as possible. The operating budget was cut deeply. It is the hope of the committee that funds for staff needs, instructional materials and supplies, and for maintenance projects will be available in the future budgets in order to keep a strong educational program.

I want to extend a special thanks to my colleagues on the committee. This year has been one that demanded many extra hours in regular meetings, as well as extra meetings. The committee has faced these challenges and given unselfishly of their time and effort.

Project DUAL:

This was a project in the ninth grade elective program in the Tewksbury Junior High Consumer/Homemaking department. The main goal was to increase male and female enrollments in Consumer/Homemaking at the elective level. DUAL offered the students activities in clothing, and food preparation on a three to four week cycle, stressing the role of the male and female homemakers.

Project CEL:

This project, Consumer Education for Living, was a component of the mandatory Practical Arts I program for seventh grade male and female students at Tewksbury Junior High. The emphasis was on good consumer buying habits for food, clothing and consumer goods. The role of advertising, and personal values and peer pressure were addressed.

Project GRAPHIC OFFSET DUPLICATION:

This project was a component of the mandatory Graphic Arts program for Practical Arts to be taken by all seventh grade boys and girls at Tewksbury Junior High School. Through a series of activities the students used all the phases of the copy planning, preparation, printing and finishing to experience the offset process. Since our regional vocational school offers training in graphic offset duplication, this course was considered an excellent opportunity for students who might be interested in the printing field.

The projects described above were completed at the end of the 1980-81 school year. At the time they were in operation three more grants in occupational education were proposed for the 1981-82 school year. The federal funds awarded have been reduced this year to \$31,162. With the help of these funds Project VEGAS has been continued, and Project POKE expanded. A new project, Exploring Adult Roles, is a consumer and home economics program at the senior high school which focuses on roles of adults in a family unit. This is a local adaptation of *Adult Roles and Functions* developed at the University of Virginia. The program challenges the student to assume the dual role most adults assume through activities related to consumerism, home management, nutrition, energy conservation, and management of financial and personal resources.

Report of The Superintendent of Schools

Herewith I am privileged to submit my seventeenth report as Superintendent of the Tewksbury Public

Schools. On November 4, 1980 the voters of the Commonwealth of Massachusetts voted for Proposition 2½ which was supposed to have placed a limit and control on local spending by limiting the amount of money that could be raised by the property tax and automobile excise tax. The theory was that local appropriations would be limited to 2½ times the fair cash value of a community. For communities like Tewksbury with a low property tax evaluation, Proposition 2½ spelled "disaster" for the school system.

In this report I will point out what happened to our schools as a result of Proposition 2½. At this point it's difficult to record the extent of education lost to our students, since we do not have any data on which to determine that. However, eventually that information will be available and reported to the citizens.

As a result of last years School Budget we had to lay off 104 employees - eighty-one (81) of which were professional employees (teachers and administrators). Our enrollment is decreasing therefore we can not attribute the total staff reduction to Proposition 2½. Of the 81 professional staff we would have probably laid off 12 for declining enrollment.

In the elementary schools we lost 30 classroom teachers or 25% of our staff. In the 1980-81 School Year the average class size for elementary classes was 22.4 students per teacher and for this year it is 27.1 per teacher. This is an average increase of approximately 5 students per classroom. Our elementary classrooms range from 22 students per teacher to 31. A rule of thumb for good education at the elementary level is 22 students per teacher for grades K-3 and 25 students per teacher for grades 4-6. With an average of 27.1 students per teacher and classes as high as 31 students we are not providing the "best" educational standards for our students.

At the Junior and Senior High Schools I can report the same drastic reduction of teachers. At the High School we lost 9 teachers and at the Junior High School 18. Again the average class size is 27 at both the High School and Junior High School. Due to specialized subjects such as Science Laboratories, Shops, Home Economics, Data Processing and advanced courses in Business and some academic subjects, the classes in the regular academic subjects have as many as 35 students per class. At this age level 35 students is too many by any standard.

All of the subject area coordinators (Reading, Mathematics, Health and Occupational Career Education) were eliminated. Many people feel these positions were not entirely necessary - however in a well coordinated educational program I feel they are essential. Nine Administrators or 34.6% of the Administration staff were eliminated in the current school budget.

We tried not to eliminate any educational programs because of the drastic budget cuts necessitated by Proposition 2½. Rather than completely eliminating programs we "cut back" in all areas. Areas which were effected most seriously were:

1. Art, Music and Physical Education particularly in grades 1-6.

2. Elementary libraries.
3. Reading Specialists in grades 1-6.
4. Athletics and Intra-Mural programs.
5. Field Trips
6. Instrumental Music
7. Industrial Arts
8. Guidance Services

A summary of the staff reductions for the 1981-82 School Year follows:

In addition to staff reduction we cut all areas in instructional supplies (textbooks, paper supplies, work books, aides etc.) in half which depleted all of our inventory. We were able to do that for one year - however it can't be done again without leaving our students without supplies.

Only essential building maintenance has been done this year. Previously we had developed a good prevention maintenance program and all of our buildings were well maintained. Proposition 2½ meant curtailing maintenance programs in: roofing, painting, grounds, electrical and plumbing improvements, boiler repairs and general annual maintenance to all buildings.

Due to our limited budget with the resultant shrinking of our elementary classrooms we were able to close 3 buildings - Old Shawsheen, Foster and Ella Flemings Schools. In addition we were able to close the second floor of the Center School and discontinue renting St. Williams School. All of these moves saved a considerable amount of money.

However, fuel and utility costs, school bus transportation and the Special Education Program (Chapter 766) continue to increase at a very high rate. With the exception of negotiated salary increases for staff, these areas contribute to about all of the increased costs in the school budget.

If the School Department is forced to make cuts similar to last year because of Proposition 2½, I do not see how it would be possible to maintain an educational program with any creditability. I would be hard pressed to say that our students were getting a good education.

In spite of the problems we have faced as a result of Proposition 2½ we still have a staff which is committed to doing an excellent job under "very trying" conditions. I think our teachers and administrators as well as all other staff members (clerks, cafeteria, custodians, maintenance, nurses and aides) have tried very hard to overcome as much as possible the devastation to our school programs. They deserve our heartfelt thanks for their dedication and efforts to overcome the negative impact of Proposition 2½ on our school program. I want this report to reflect our sincere thanks to them.

I do not want to leave the citizens of Tewksbury with a completely negative view for the future of education in Tewksbury. If it had not been for Proposition 2½ this report would have dealt entirely with the high quality and growth of education in Tewksbury over the past years. We finally had solved our major problem - adding to and renovating the high school. The New England Association of Schools and Colleges have taken Tewksbury off probation for accreditation and

granted the high school a three-year accreditation. The High School addition will allow for a new library, shop, art rooms, home economics rooms, music area, science laboratories, business education rooms and new physical education and athletic facilities. In spite of 2½ we will be able to offer our students facilities for a high school education that we have been lacking in the past. For this I am grateful to the community.

Our citizens are most generous in expressing their approval and pleasure with the type of education we are trying to provide here in Tewksbury. They are also honest and frank with any criticism they might have of our system. Both these reactions we accept with thanks and with a good feeling that the people are willing to express their praise and criticism of our schools within the framework of wanting to help build an excellent school program. My hope is that we will keep focused on this goal of excellence.

Many times before school systems in this State have faced a crisis. We must work together to prevent any further eroding of our schools. Eventually we will recover and our schools will be better for the experience.

I wish at this time to express my appreciation to my two Assistant Superintendents, Dr. Edward J. Farley, and Mr. John F. Ryan for their invaluable guidance, assistance and work in their respective areas. To all the principals, assistant principals, teachers, clerical and custodial staff, as well as the school food service workers, and all employees of the department, we all owe our deep appreciation. The Tewksbury Public Schools could not function without the teamwork of all of these people who in actuality provide for all our children what we feel is a first class education at a cost which is consistent with the Town's ability to pay.

The members of the School Committee have given generously of their time, talents and efforts in pursuit of providing the best possible education for the children of Tewksbury. The work of the School Committee deserves the appreciation and respect of every citizen - for theirs is labor without reward - except the reward of a better educated youth. To the other town officials, parent advisory groups, civic, church and fraternal groups - all who have helped to provide quality education in Tewksbury, I extend my sincere appreciation and thanks.

1981 STAFF REDUCTIONS AS OF OCTOBER 1, 1981

HIGH SCHOOL	1980	1981	DIFF
English	12	12	-1
Social Studies	10	9	-1
Foreign Languages	4	3	-1
Mathematics	8	7.1	-1
Science	9	8	-1
Business Ed	7	5.5	-1.5
Industrial Arts	3	3	—
Home Economics	2	2	—
Art	2	2.5	+ .5
Music	2	1	-1
Distributive Ed	1	1	—
Data Processing	1	1	—
In-House Suspension	1	1	—
Physical Education	6.5	4.5	-2
TOTAL	69.5	60.5	-9

JUNIOR HIGH SCHOOL

English	15	13	-2
Mathematics	12.1	9	-3.1
Social Studies	13	11	-2
Science	12	10	-2
Health	1	1	—
Foreign Languages	3	2.5	-.5
Industrial Arts	6	3	-3
Home Arts	3	2	-1
Art	2	1.5	-.5
Music	4	2	-2
Business Ed	1	.5	-.5
Physical Ed	5	3.5	-1.5
TOTAL	77	59	-18

ELEMENTARY SCHOOLS

CENTER	18	8	-10
FOSTER	8	—	-8
HEATH BROOK	24	24	—
LOELLA DEWING/FLEMINGS	28	25	-3
NORTH STREET	19	18	-1
*6-5 SHAWSHEEN	30	22	-8
TOTAL	127	97	-30

Elementary Music	6	4	-2
*1 Elementary Phys Ed	6	3	-3
Elementary Art	4	3	-1
Gifted/Talented	2	2	—
*Health Education (Fed Grant)	2	2	—
Health	—	1	+1
TOTAL	20	15	-5

*Vocational Counselor	1	1	—
Data Processing Coordinator	1	1	—
Guidance — High School	5	4	-1
Guidance — Jr. High School	4	4	—
Librarians	5	3	-2
Reading Specialists	7	4	-3
TOTAL	24	17	-7

SPECIAL EDUCATION

*Sped Youth Advisor	2	2	—
*Early Childhood Specialists	1	1	—
*Language Development	1	2	+1
Adjustment Counselors	8	7	-1
*1 Speech Therapist	6	5	-1
Visual Handicapped	1	1	—
Learning Specialists	9	7	-2
Intensive Learning Specialists	6	6	—
Psychometrists	3	3	—
Resource Teachers	13	13	—
TOTAL	50	47	-3

*FEDERAL PROJECTS

TOTAL NUMBER OF TEACHING POSITIONS

ELIMINATED — 72

ADMINISTRATIVE POSITIONS ELIMINATED — 9
(NUMBER OF ADMINISTRATORS DEMOTED
TO TEACHER) — (6)

GUIDANCE DEPARTMENT 1981-1982

Francis B. Sheehan, *Director*

As I write this report, I would be remiss if I did not thank my dedicated staff for all the work and long hours they spend helping and guiding our youth here at Tewksbury Memorial High School.

We are at a disadvantage this year due to budget reductions which have left us minus one counselor and the service of one secretary who has been assigned to the Guidance office and to other duties in other offices.

The counselors continue to provide a wide range of services ranging from academic counseling to crisis counseling. They also work harmoniously with parents, teachers, college representatives, community agencies, police, public health agencies and the private sector. Each counselor is assigned sophomores, juniors and seniors.

The students at Tewksbury Memorial High School are grateful to all the individuals and organizations who contribute scholarship money each year. A list of the scholarship recipients is as follows:

ORDER OF SONS OF ITALY IN AMERICA

Kathleen Mehrmann Syracuse University

THE POP WARNER SCHOLARSHIP AWARDS

Diana Boudreau Fitchburg State College
Thomas Horgan University of Lowell

TEWKSBURY YOUTH SKATING ASSOCIATION AWARD

Robert Corrieri Middlesex Community College

TEWKSBURY WILMINGTON ELKS SCHOLARSHIPS

Ronald Browder Merrimack College
Maureen vanHogezand Assumption College

RUTH J. SUTTON SCHOLARSHIP

Lisa A. Donahue University of Maine

T.V.A. SCHOLARSHIP AWARDS

John Barry University of Lowell
Linda Gallant University of Lowell
Cynthia LaFreneire Northern Essex Community College
Howard Patch University of Lowell

LAWRENCE R. MCGOWAN SCHOLAR ATHLETE AWARD

Howard Patch University of Lowell

TEWKSBURY WELCOME WAGON NEWCOMERS CLUB AWARD

Catherine Maillett Stonehill College

ELIZABETH AHONEN MEMORIAL SCHOLARSHIP

Marianne Feran University of Vermont

THE ROTARY SCHOLARSHIPS AWARDS

Dao Weeman Northeastern University
Catherine Maillett Stonehill College
Charles Rouse University of Lowell

DIGITAL EQUIPMENT CORPORATION SCHOLARSHIP AWARD

Thomas Horgan University of Lowell

MABEL ANDERSON MEMORIAL SCHOLARSHIP

Ronald Browder Merrimack College

LIONS CLUB SCHOLARSHIPS

Marianne Feran University of Vermont
Kathleen Mehrmann Syracuse University
Kristina Baker Lesley College
Patricia Kelliher Boston University

WANG CORPORATION SCHOLARSHIPS

Patricia Kelliher Boston University
Kathleen Mehrmann Syracuse University
Marianne Feran University of Vermont
Robert Doyle University of Lowell

THE TEWKSBURY MEMORIAL HIGH SCHOOL BANK AWARD

Laurie Gaines Northeastern University

NATIONAL HONOR SOCIETY AWARDS

Patricia Kelliher Boston University
Marianne Feran University of Vermont
Rita Campo University of Lowell
Scott Tremlett Purdue University

TEWKSBURY TEACHER'S ASSOCIATION SCHOLARSHIPS

Kristina Baker Lesley College
Marianne Feran University of Vermont
Scott Tremlett Purdue University

SENIOR CLASS SCHOLARSHIPS

Barbara Troy Salem State College

TEWKSBURY WILMINGTON EMBLEM CLUB

Charles Hanifan Northern Essex Community College

EUGENE SAUNDERS JR. MEMORIAL SCHOLARSHIP

Scott Patterson Salem State College

TEEN THEATER WORKSHOP AWARDS

Denise Ryan Bridgewater State College

ST. DOROTHY'S PARISH SCHOLARSHIPS

Michael Sarsfield University of Lowell
Kristina Baker Lesley College

THE LUKE BYRNE SCHOLARSHIP AWARD

Philip Chevalier University of Massachusetts -
Amherst

TEWKSBURY GOLDEN AGE CLUB SCHOLARSHIP

Kim Frontain University of Lowell

JUNIOR HIGH SCHOOL STUDENT COUNCIL AWARD

Laurie Marble Lyndon State College
James Purtell Northeastern University

TOWN CRIER SCHOLARSHIPS

Barbara J. Smith University of Colorado -Boulder
David Higgins Suffolk University

THE KNIGHTS OF COLUMBUS AND WAMESIT LODGE AFAM

James Purtell Northeastern University
Tina Christoffells Hesser College

FALCON FOUNDATION PREPARATORY SCHOOL SCHOLARSHIP

Thomas Willard Falcon Foundation Preparatory
School

ROLLING MEADOW GARDEN CLUB AWARDS

James Purtell Northeastern University
Kimberlee Frontain University of Lowell

SELF CARE CENTER SCHOLARSHIPS

Dennis Vecchi Harvard University
Debbie Crowley University of Lowell

THE BALFOUR AWARD

Michael Welch University of Lowell

THE BRIAN BELLEAU MEMORIAL AWARD

David Wilkie Providence College

THE AGNES MCLEOD SCHOLARSHIP

Laura Trembley Northern Essex Community College

TEWKSBURY YOUTH BASEBALL

John Barry University of Lowell

GEORGE KYRICOS TRACK & FIELD MEMORIAL SCHOLARSHIP

Timothy Niven Springfield College

Some students have also been awarded financial assistance from the colleges which they are attending.

Finally, the following seniors deserve recognition for their outstanding accomplishments.

NATIONAL MERIT SCHOLARS LETTERS OF COMMENDATION

Marianne Feran University of Vermont
Susan Hart Brandeis University
Kathleen Mehrmann Syracuse University
Barbara J. Smith University of Colorado - Boulder

OUTSTANDING STUDENTS AWARDS

SUBJECT	NAME
English	Marianne Feran
Social Studies	Susan Hart
Mathematics	Patricia Kelleher
Science	Patricia Kelleher
Foreign Languages	Maureen vanHogezand
Business Education	Sandra Dombrowski
Computer Technology	Dennis Vecchi
Max Ed	Paula Barberi
Physical Education	Charles Rouse
Distributive Education	Mary Sordillo
Food Services	Lisa Spilane
Art	Kathleen Mehrmann
Music	Cynthia Curseaden
Industrial Arts	George Wood

Many of our students are accepted to more than one college. Due to the increased cost of tuition, they are forced to make a choice according to the financial capabilities of their family.

OCCUPATIONAL EDUCATION GRANTS

(Dr. Edward J. Farley, Assistant Superintendent)

During the 1981-82 school year the Tewksbury Public Schools were awarded \$40,819 under Public Law 94-482 by the Division of Occupational Education at the Massachusetts Department of Education. These grants were for the implementation of occupational programs at the junior and senior high schools.

The grant proposals were drawn up in the areas of computer science, industrial arts, consumer/homemaking and vocational guidance. The specific programs funded under this grant were:

Project VEGAS:

Through group guidance, two hundred and twenty-two students at the senior high school were given instruction in determining their vocational abilities, values, interests and aptitudes related to their school subjects. A major goal was for all students to secure a part-time job in their career field and to master the steps of job seeking, employment, and advancement. Supportive services of individual counseling, job placement, follow up, and academic tutoring were available.

Project POKE:

This project gave one hundred and twenty students in grades ten and eleven an opportunity to get hands on computer time via micro-computers. Students learned to program in BASIC and fortran languages. They were also exposed to the many job opportunities in the computer field by means of guest speakers and written assignments.

Project NEEDY:

This project involved a course that was mandatory for food service program students at the senior high school. It was also open to students with a career goal in the health or science fields. Students were provided with an in-depth, intensive study of nutrition fundamentals, meal planning, metabolic functions, diet selection and proper food preparation for nutritional value. These experiences took place in the classroom lab and on actual worksites via a shadowing program for occupational awareness.

Staff

CENTRAL OFFICE STAFF

John W. Wynn, M.Ed.	Superintendent of Schools
Edward J. Farley, Ed.D.	Assistant Superintendent of Schools
John F. Ryan, M.Ed.	Assistant Superintendent, Business
Francis J. Antonelli, B.A.	Administrative Assistant
Barbara E. Tanner	Executive Secretary
Anne J. Duncan	Financial Clerk
Josephine Campo	Secretary
Marion Morris	Clerk

MEMORIAL HIGH SCHOOL

William DeGregorio, M.A.	Principal
Joseph Crotty, M.A.	Assistant Principal
Anthony Romano, M.Ed.	Assistant Principal
Dolores Barlow	Clerk
Dorothy Gendall	Clerk
Barbra Greer	Clerk
Florence Antonuk	Guidance Clerk
Judith Colman	Census Clerk
Robert Manzi, M.Ed.	English Department Head
Carol Acone Callahan, B.S.	English
Elsa Marsh, B.A.	English
Linda Novelli, M.Ed.	English - Developmental Reading
Andrew Pappathan, M.A.	English
Susan Patterson, B.A.	English
John Perreault, M.A.	English
Barry Sheehan, B.S.Ed.	English
Sheila Walsh, B.A.	English
Jacqueline Williamson, B.A.	English
Joan Kelley, M.A.	English
Warren Bowen, M.Ed.	Social Studies Department Head
John Corbett, M.Ed.	Social Studies - Developmental Reading
John Donoghue, M.S.	Social Studies
Robert Fiske, B.S.	Social Studies
Elisabeth Gaffney, M.Ed.	Social Studies
James Kastritis, B.A.	Social Studies
Christos Koumantzelis, M.Ed.	Social Studies
Robert MacDougall, M.A.	Social Studies
William Piscione, M.Ed.	Social Studies
Leo Frechette, M.A.	Foreign Languages
Daniel O'Brien, B.A.	Foreign Languages
Mary Sullivan, M.Ed.	Foreign Languages
Bryce Collins, M.Ed.	Math Department Head

Donald Ciampa, B.S.Ed.	Math
George Economou, B.S.Ed.	Math
Maureen McNamara, M.Ed.	Math
Nat Mann, C.A.G.S.	Math
Gerald Rideout, M.A.T.	Math
Dolores Sullivan, B.A.	Math
Michael Sullivan, M.Ed.	Math and Athletic Director
Elsie Piacentini, M.Ed.	Science Department Head
John Clarke, M.Ed.	Science
Michael Daley, M.Ed.	Science
Richard Gropman, M.A.	Science
James Lennox, M.S.	Science
Wade Longley, M.S.	Science
Kathleen Mofield, B.S.	Science
Marilyn O'Brien, M.A.	Science
Anita MacDonald, M.Ed.	Business Ed Department Head
Judith Berube, B.S.	Business Ed
Dale Black, B.S.	Business Ed
Melanie Buccola, M.A.	Business Ed
Robert deGaravilla, M.Ed.	Business Ed
Heidi DeRosa (part-tiem), B.S.Ed.	Business Ed
Norris O'Brien, M.Ed.	Industrial Arts Department Head
Dana Andrews, B.S.Ed.	Industrial Arts
Lawrence J. Basteri, Jr., B.S.	Industrial Arts
Frederick Bernhardt, B.S. (part-time)	Industrial Arts
Susan Hinckley, B.A.	Home Economics
Barbara Mersereau, M.A.	Home Economics
Phillip Nyren (part-time), M.A.T.	Art
Daniel Rogacki, B.S.	Art
John Voss, M.S.	Art
Joseph Musumeci, M.A.	Music Director
Cynthia Ornoroski, B.S.Ed.	Distributive Education
Joseph DelGrosso, B.S.	In-House Suspension Supervisor
Joseph Callery, M.Math	Data Processing
David Marcus, B.S.	Director of Physical Education
Roberty Aylward, M.A.	Physical Education
Nancy Billings, B.S.	Physical Education and Health
Robert McCabe, M.Ed.	Physical Education
Susan Scofield, B.S.	Physical Education

TEWKSBURY JUNIOR HIGH SCHOOL

Richard Griffin, M.Ed.	Principal
Antonio Terenzi, C.A.G.S.	Assistant Principal
George Abodeely, M.Ed.	Assistant Principal
Jeanne Samples	Clerk
Anne Sexton	Clerk
Dorothy Doherty	Guidance Clerk
James McGuire, M.Ed.	English Department Head
Jason Andrews, M.Ed.	English
Anthony Blandini, B.S.	English
Marion Charkoudian, M.A.	English
John Bresnahan, M.A.	English
Chester Flynn, B.A.	English
Linda Hair, M.A.	English
Elizabeth Kyle, M.A.	English and Developmental Reading
Pamela McDade, B.A.	English
David Mullen, B.A.	English and Developmental Reading
Mary Murray, M.Ed.	English and Developmental Reading
Paul Neilly, M.Ed.	English
Brenda O'Brien, B.A.	English
Norman Marble, M.Ed.	Math Department Head
Sandra Barnett, B.S.Ed.	Math
Annina Faraci, M.S.	Math
Eleanor DiPaolo, B.A.	Math
Sharlene Locker, B.A.	Math
Roger Pilat, B.A.	Math
John Porter, M.Ed.	Math
John Regan, M.Ed.	Math
Diane Tardiff, B.A.	Math
Kenneth Young, M.Ed.	Social Studies Department Head
Charles Ellison, M.A.	Social Studies
John Heidenrich, B.S.Ed.	Social Studies

NORTH STREET SCHOOL

Patricia Koravos, B.A.	Social Studies
James Leclair, M.Ed.	Social Studies
Dennis McGadden, M.Ed.	Social Studies
Anne Maloy, B.A.	Social Studies
Angela Packard, B.A.	Social Studies
Stephen Prodanas, M.A.T.	Social Studies
Donald Stewart, M.Ed.	Social Studies
Warren Yaeger, B.A.	Social Studies
Alfred White, M.S.	Science Department Head
Kenneth Bowers, M.S.	Science
Kathleen Connell, B.S.	Science
Louis Garceau, B.A.	Science
Mary Herlihy, B.A.	Science
Patricia Lannon, B.A.	Science
John Daley, M.S.	Science and Math
Richard Olsen, B.S.	Science
Glen Osterman, M.A.T.	Science
Richard Zbieg, B.S.Ed.	Science
Albert Bradley, M.Ed.	Health
Frances Renaud, M.A.	Foreign Language Department Head

Claire Piscione, B.A.	Junior & Senior High
Maureen Rideout, B.A.	Foreign Language
Phillip DeRosa, B.S.Ed.	Foreign Language
John Jarek, M.S.	Industrial Art
Walter Mackey, M.Ed.	Industrial Art
Frederick Bernhardt, B.S.	Industrial Art
Mary Laffey, B.S.	Home Economics
Constance Strand, M.Ed.	Home Economics
Phillip Nyren, M.A.T.	Art - part time
Donald Sullivan, M.Ed.	Art
John Allen, B.Mus.	Music
Nancy Laws, B.A.	Music
Heidi DeRosa, B.S.Ed.	Art - part time
Martha Doukewicz, B.S.	Physical Education
Steven Levine, B.S.	Physical Education
George Patterson, B.S.	Physical Education
Bonnie Roberts, B.S.	Physical Education - part time

LOELLA F. DEWING SCHOOL

John Weir	Principal
Mary Antonelli	Clerk
Meredith DeBow, M.Ed.	Grade 1
Janice Lunn, M.Ed.	Grade 1
Claire Reed, B.S.	Grade 1
Patricia Tellier, B.S.Ed.	Grade 1
Shirley Sanford, B.S.	Grade 2
Barbara Shamberger, B.A.	Grade 2
Carole Sullivan, M.Ed.	Grade 2
Barbara Vitallo, B.S.	Grade 2
Cynthia Fine, M.Ed.	Grade 3
Dorothy Hudak, M.S.	Grade 3
Maureen Kane, B.S.Ed.	Grade 3
Anne Read, M.Ed.	Grade 3
Margaret Adams, M.Ed.	Grade 4
Robert Maloney, M.Ed.	Grade 4
Jean Murch, B.S.Ed.	Grade 4
Sandra Wheaton, M.Ed.	Grade 4
Patricia Allen, B.S.Ed.	Grade 5
Carlton Clark, M.Ed.	Grade 5
Alex Lambroukos, M.Ed.	Grade 5
Brenda Shepherd, B.S.Ed.	Grade 5
Richard Angell, M.Ed.	Grade 6
George Paul, M.Ed.	Grade 6
Richard Schadlick, M.Ed.	Grade 6
Monica Weir, B.S.Ed.	Grade 6
Cathy Ronan, B.S.Ed.	Kindergarten
Diane Norton, B.S.Ed.	Kindergarten Aide
Sheila Hanrahan	Kindergarten Aide

William Tsimtsos	Principal
Valerie Rogers	Clerk
Sheila Gurry, B.A.	Grade 1
Charlotte Johnson, B.S.Ed.	Grade 1
Jennie Zantuhous, B.S.	Grade 1
Jacqueline Dupont, B.S.Ed.	Grade 2
Carolyn McLaughlin, B.A.	Grade 2
Joan Ryan, B.S.Ed.	Grade 2
Arlene Breault, M.Ed.	Grade 3
Alma Ezekian, M.Ed.	Grade 3
Rose White, B.S.	Grade 3
Cassandra Edell, B.S.Ed.	Grade 4
Jayne Ronan, M.Ed.	Grade 4
Charles Allen, M.Ed.	Grade 5
Carolyn Ashworth, B.A.	Grade 5
Robert Cullen, M.Ed.	Grade 6
Irene Mack, B.S.Ed.	Grade 6
Gerald Smith, B.S.	Grade 6
Catherine Leonard, B.S.Ed.	Kindergarten
Marjorie Petalas, M.Ed.	Kindergarten
Linda Beaulieu	Kindergarten Aide
Nancy Brooks Irons	Kindergarten Aide

SHAWSHEEN SCHOOL

Edward Pelletier	Principal
Elaine Tower	Clerk
Virginia Callahan, M.Ed.	Grade 1
Maureen Cody, B.S.Ed.	Grade 1
Maureen Jackman, B.S.Ed.	Grade 1
Nordice Chute, B.S.	Grade 2
Kathryn Quinn, B.S.Ed.	Grade 2
Christine Themeles, B.S.Ed.	Grade 2
Madeleine Murphy, B.A.	Grade 3
Elizabeth Santos, B.S.Ed.	Grade 3
Louise Trahan, B.S.	Grade 3
Patricia Dias, B.S.Ed.	Grade 4
Joan Friedman, M.A.	Grade 4
Marimargaret Roberts, M.Ed.	Grade 4
Donald Barry, M.Ed.	Grade 5
Frances Gath, B.S.Ed.	Grade 5
Martha Quinn, M.Ed.	Grade 5
Brenda Finnerty, M.Ed.	Kindergarten
Gwen Hedrick, B.S.Ed.	Kindergarten
Virginia Bunting, B.S.Ed.	Title I Teacher
Lorraine Lussier, B.A.Ed.	Title I Teacher
Louise Martel, M.Ed.	Title I Teacher
Ann O'Hara, B.S.Ed.	Title I Teacher
Karen Ware, B.S.Ed.	Title I Teacher
Diane Kelley	Kindergarten Aide
Patricia Lightfoot	Kindergarten Aide
Joseph Buckley, M. Music	Elementary Music
Betty Turner, M.F.A.	Elementary Music
Roger Whittlesey, M. Music	Elementary Music
Beverly Waite, B. Music	Elementary Music
James Manley, B.S.	Elementary Physical Education
Rita Stevens, M.Ed.	Elementary Physical Education
Donna Tanner, M.Ed.	Adaptive Physical Education-
	Federal Project
Sandra Pozniak, M.A.	Elementary Art
Carol Rodgers, M.A.	Elementary Art
Gail Hamilton, B.A.	Elementary Art
Terri Ross, M.Ed.	Gifted and Talented
Elise Racicot, M.Ed.	Gifted and Talented
Debra MacNeill, M.S.	Health Educator - Federal Project
Gail Sawosik, B.S.	Health Educator - Federal Project
Sal Gallo, M.A.T.	Health Educator
Edgar Mosesian, M.B.A.	Vocational Counselor - Federal Project
Thomas Lovett, M.Ed.	Data Processing Coordinator
Francis Sheehan, M.Ed.	Director of Guidance
Priscilla Betses, B.S.Ed.	Guidance - High School
Francis Flanagan, M.Ed.	Guidance - High School

John Maloy, M.Ed.	Guidance - High School
Francis Treanor, M.A.	Guidance Director, Junior High School
Henri Dufour, M.Ed.	Guidance - Junior High School
Alice Marcotte, B.A.	Guidance - Junior High School
Jennie Marino, M.Ed.	Guidance - Junior High School
Hope Place, B.S.	Librarian - High School
Gertrude Carey, M.A.	Librarian - Junior High School
Arlene King, M.A.	Head Elementary Librarian
Karla Conway, B.S.	Reading Specialist
Robert Horgan, M.Ed.	Reading Specialist
Alice McEdward, B.S.Ed.	Reading Specialist
Georgia Ruckledge, M.Ed.	Reading Specialist
Donna Pupkis, M.Ed.	Kindergarten ½ time

SPECIAL EDUCATION DEPARTMENT

Micheline DeAngelis	Administrator of Special Education
Theresa Brown	Clerk
Beverly Erlandson	Clerk
Joanne Kearns	Clerk
Mary Maguire	Clerk

Eileen Muller, M.Ed.	Secondary Sped Youth Advisor
Joseph Puopolo, M.Ed.	Elementary Sped Youth Advisor
Donna Cohen, M.Ed.	Early Childhood Specialist - Federal Project
Paul Fitzgeralds, M.Ed.	Moderate Special Needs - Federal Project
Barbara Jasinski, B.S.Ed.	Moderate Special Needs - Federal Project
Carol Brooks, M.Ed.	Adjustment Counselor, Elementary
Elizabeth Bezdighian, M.Ed.	Adjustment Counselor, Elementary
Linda Schiffman, M.Ed.	Adjustment Counselor, Elementary
Gail Shinberg, M.Ed.	Adjustment Counselor, Elementary
Stella Sullivan, M.Ed.	Adjustment Counselor, Elementary
Frederick Penza, Ed.D.	Adjustment Counselor, Secondary
Jay Razin, M.Ed.	Adjustment Counselor, Secondary
William Traveis, M.Ed.	Adjustment Counselor, Secondary
Beth Cowan, M.Ed.	Speech Therapist
Anita Danforth, M.A.	Speech Therapist
Susan Donald, B.S.	Speech Therapist - Federal Project
Rosemary Merrill, M.Ed.	Speech Therapist
Lee Allison Sheehan, M.Ed.	Speech Therapist
Theresa Morin, M.Ed.	Visually Handicapped
Nancy Beaudoin, M.Ed.	Learning Specialist
Toby Gang, M.Ed.	Learning Specialist
Carole Holmy, M.Ed.	Learning Specialist
Nancy Lanham, M.Ed.	Learning Specialist
Mildred Mulno, M.Ed.	Learning Specialist
Carolene Neuman, M.Ed.	Learning Specialist
May Ann Segnini, M.Ed.	Learning Specialist
Ruth Anderson, M.A.	Learning Specialist, Intensive Learning
Nancy Farrey, M.Ed.	Learning Specialist, Intensive Learning
Isabel Jankelson, M.Ed.	Learning Specialist, Intensive Learning
Marylin Neuhaus, M.Ed.	Learning Specialist, Intensive Learning
Shari Pressman, M.Ed.	Learning Specialist, Intensive Learning
Mary Ann Primerano, M.Ed.	Learning Specialist, Intensive Learning
Patricia Faro, M.Ed.	Psychometrist
Sheila Kempler, C.A.G.S.	Psychometrist
Henry Lebensbaum, M.A.	Psychometrist
Eileen Gardner, B.S.Ed.	Resource, Elementary
Marilyn Guinane, M.A.	Resource, Elementary
Pauline King, B.S.Ed.	Resource, Elementary
Donna LeCam, M.Ed.	Resource, Elementary
Mary Lou Morris, B.S.Ed.	Resource, Elementary
Stephanie Pagiavlas, M.Ed.	Resource, Elementary
Carol Sagro, M.Ed.	Resource, Elementary
Marlene Estes, B.Ed.	Resource, Secondary
Ann Knower, M.S.	Resource, Secondary
Donna Graham, B.S.Ed.	Resource, Secondary
Mark Lucey, B.S.	Resource, Secondary
Robert O'Keefe, M.Ed.	Resource, Secondary
Thomas Walsh, B.S.Ed.	Resource, Secondary
Elinor Beloin, B.S.Ed.	Aide, Federal Project
Sue Ellen O'Rourke, B.A.	Aide, Federal Project
Mary Foley, B.S.Ed.	Aide, Federal Project
Mary Manseau, B.A.	Aide, Federal Project

CENTER SCHOOL

William Tsimtsos	Principal
Ruth Maher	Clerk
TEACHERS	
Thomas Conlon, M.A.	Grade 5
Maureen Gropman, M.A.	Grade 5
Dolly Sacramone, M.Ed.	Grade 5
Priscilla Titus, M.Ed.	Grade 5
Christine Hassan, B.S.Ed.	Grade 6
George Kalarites, M.Ed.	Grade 6
Kevin McArdle, M.Ed.	Grade 6
Eugene Sdoia, M.Ed.	Grade 6
Rita Masters, B.S.Ed.	Aide
Martha Myers, B.S.Ed.	Aide

HEATH BROOK SCHOOL

Nicklos Andronikos	Principal
Betty Irwin	Clerk
TEACHERS	
Dorothy Foley, M.Ed.	Grade 1
Arlene Lyons, B.S.Ed.	Grade 1
Verlie Ufford, M.Ed.	Grade 1
Iris Koumantzelis, B.S.Ed.	Grade 2
Brenda McWilliams, B.S.	Grade 2
Bunnie Meyer, B.S.Ed.	Grade 2
Barbara Duarte, B.S.Ed.	Grade 3
Elaine Fiske, B.S.Ed.	Grade 3
Marcia Kalarites, B.A.	Grade 3
Paula Levis, B.S.	Grade 3
Maureen Buckley, B.S.Ed.	Grade 4
Joanne Krainski, M.Ed.	Grade 4
Lorraine Nastek, B.S.Ed.	Grade 4
Helen Cogswell, B.S.Ed.	Grade 5
Alfred LeClair, M.Ed.	Grade 5
Richard Mousseau, M.Ed.	Grade 5
Margie Brazile, M.Ed.	Grade 6
August Jardin, M.Ed.	Grade 6
Phillip Kearney, M.Ed.	Grade 6
Raymond Loosen, M.A.	Grade 6
Elaine Mullen, B.S.Ed.	Grade 6
Susan LaMotte, B.S.Ed.	Kindergarten
Patricia McDonnell, B.S.Ed.	Kindergarten
Rita Boudreau	Kindergarten Aide
Sally Dancause	Kindergarten Aide

SCHOOL NURSES AND SCHOOL DOCTORS

Jesus Flores, M.D.	School Doctor
Edward F. Duffy, O.D.	School Doctor
Phillip McLaughlin, M.D.	School Doctor
Felipe Novo, M.D.	School Doctor
Louise Gearty, R.N.-B.S.	School Nurse
Dorothy Gerrard, R.N.-B.S.	School Nurse
Yvonne Hall, R.N.-B.S.	School Nurse
Alice LeDuc, R.N.	School Nurse
Charlotte Sargent, R.N.-B.S.	School Nurse

SCHOOL ATTENDANCE OFFICERS

Robert Cook
Mary Raddatz

AUDIO VISUAL AIDES

Evelyn Hannula

CUSTODIAL DEPARTMENT

Francis McCasker	Supervisor of Custodians
HIGH SCHOOL	
Paul Moran, Acting Head Custodian	
Vaughn Thompkins	
Donald Page	
Kurt Busch	
Joseph McCann	

JUNIOR HIGH SCHOOL
 Bill Carlson, Acting Head Custodian
 James Roper
 Walter Jillett
 William Cuskey
 James Zousimas

LOELLA F. DEWING SCHOOL
 Michael Farese, Head Custodian
 Eugene Kelley
 William Gorman
 William Bomil
 Bruce MacDonald

HEATH BROOK SCHOOL
 Bill Irwin, Head Custodian
 John Dey
 David Green
 James Lightfoot

NORTH STREET SCHOOL
 Frank Dombrowski, Head Custodian
 Daniel Martin
 William Raney

SHAWSHEEN SCHOOL
 Leo Thornton, Head Custodian
 John Dey
 Charles Murphy
 Bernard Boudreau

CENTER SCHOOL
 Thomas Gilbride, Acting Head Custodian

MAINTENANCE DEPARTMENT

Joseph George Supervisor of Maintenance

Kenneth Belanger
 Louis Martion
 Joseph McCarthy
 Charles Ryan
 Thomas Sullivan
 Joel Trull

FOOD SERVICE DEPARTMENT

Joan Martin Dey Director
 Joan L'Itanien Clerk

CENTER
 Ruth Mores, Manager
 Marie Nolan

LOELLA F. DEWING
 Theresa Harrington, Manager
 Anna Casey

HEATH BROOK
 Eleanor Bissett, Manager
 Dolores Montecalvo
 Margaret Gilbert
 Carole Friedman

JUNIOR HIGH SCHOOL
 Rose Moore, Manager
 Barbara Stevens
 Irene Thibideau
 Coleen Porter
 Mary Anderson
 Judy Dickinson
 Eva Desharnais
 Elizabeth Ryder

MEMORIAL HIGH SCHOOL
 Phyllis Boumel, Manager
 Muriel Ellis
 Agnes Fowler
 Helen Shattuck
 Joanne McKinnon
 Margaret Ciordano
 Carol Sellitti

NORTH STREET
 Mildred Mendonca, Manager
 Marcella Urquhart
 Lorraine McPhee

SHAWSHEEN
 Martha Kelleher, Manager
 Marie DiFabio
 Joan MacArthur

LIBRARY AIDES

Judith Dziadosz
 Martha Feran
 Marilyn Fowler
 Mary Gale
 Barbara Keefe
 Jean Keyser
 Evelyn McCabe
 Diane McSweeney
 Mary Nawn
 Vailike Stevens
 Rosemary Sullivan
 Mary Turcotte

MONTHLY SCHOOL ENROLLMENT COUNT OCTOBER 1, 1981

GRADE	K	1	2	3	4	5	6	7	8	9	10	11	12	SP	IL	TOTALS
Center						102	99								8	209
Heath Brook	49															
	44	83	85	112	90	70	156									689
Loella Dewing	25															
	32	100	94	89	103	103	117							37	16	716
North Street	50															
	54	54	62	70	60	56	72							6		484
Shawsheen	38															
	41	71	74	89	80	76										469
Junior High								475	460	310						1245
Senior High											298	348	359			1005
	K	1	2	3	4	5	6	7	8	9	10	11	12	SP	IL	
TOTALS	333	308	315	360	333	407	444	475	460	310	298	348	359	43	24	4817

SP - Special Class

IL - Intensive Learning Class

Shawsheen Valley Technical School

District Committee

SCHOOL COMMITTEE CHAIRMAN'S REPORT

Elected Representatives of the School Committee are:

BEDFORD

Anthony R. Mazzone

Joseph L. Rogers, *Chairman*

BILLERICA

Kenneth L. Buffum, *Secretary-Treasurer*

Bernard Hoar

BURLINGTON

John G. Murphy

John P. Miller

TEWKSBURY

Richard E. Griffin

Wilson E. Brazile

WILMINGTON

Lawrence P. Flaherty, *Vice-Chairman*

Frank McLean

Carolyn W. Broderick

Executive Secretary

Billerica

Regular meetings of the Regional School Committee were held the second and fourth Tuesdays of the month. Special meetings were called by the Chairman as the need arose. The time and place of all meetings are duly posted by the District Town Clerks at least forty-eight hours in advance. Unless otherwise noted, the meetings are held at the school facility located at 100 Cook Street, Billerica. These meetings are open to the public, and residents of the District are welcome to attend.

It was a pleasure serving again as Chairman of the Shawsheen Valley Regional School Committee. It was a busy year for the Committee, and as Chairman, I would like to relate to you some of the issues we had to face.

Shawsheen has taken the 2½ situation in stride by making adjustments in its operation. The ASTP Program (afternoon program) was cancelled for the school year 1981-82 due to Proposition 2½. These students were accepted into the regular day program. This did pose some overcrowding in the beginning of the school year, but it has worked out and things are running smoothly. 160 students were involved in this transition.

Adult Education was tried on a self-supporting basis with 400 adults participating. It has become another success story, offering 23 different programs four evenings a week. The most popular are Word Processing, Automotive, Masonry, Data Processing and Medical Assistant.

In recognition of the needs of business and industries, our Area Coordination, in his fourth year, developed an Electronics Technicians Computer Operators Training Program (ETCO) at no cost to the District due to a Federal Grant. Also, Project PAT, Placement, Assessment and Testing, assisted area residents in finding employment. The eight week course provided training in shorthand, filing, accounting, and word processing. Every effort is being made to offer retraining programs to adults who, for one reason or another, have lost employment.

Family Swim Programs are offered to the five sending towns on Monday through Friday evenings from 8:00 p.m. to 9:30. Throughout the year at a minimal cost, swimming lessons were also offered, as was the Red Cross Safety Instructors' course.

Since no money was provided for the operation of summer school, this program was also made self-sustaining. Make-up by students, being necessary at times, lent merit to this program. Summer school ran for six weeks and a Vocational Introductory Program was also offered for special need students during this period.

Graduation was held in the Shriners' Auditorium again this year to a packed house. The guest speaker was Channel 5's Meteorologist, Dick Albert. A large number of students received awards and scholarships for further education.

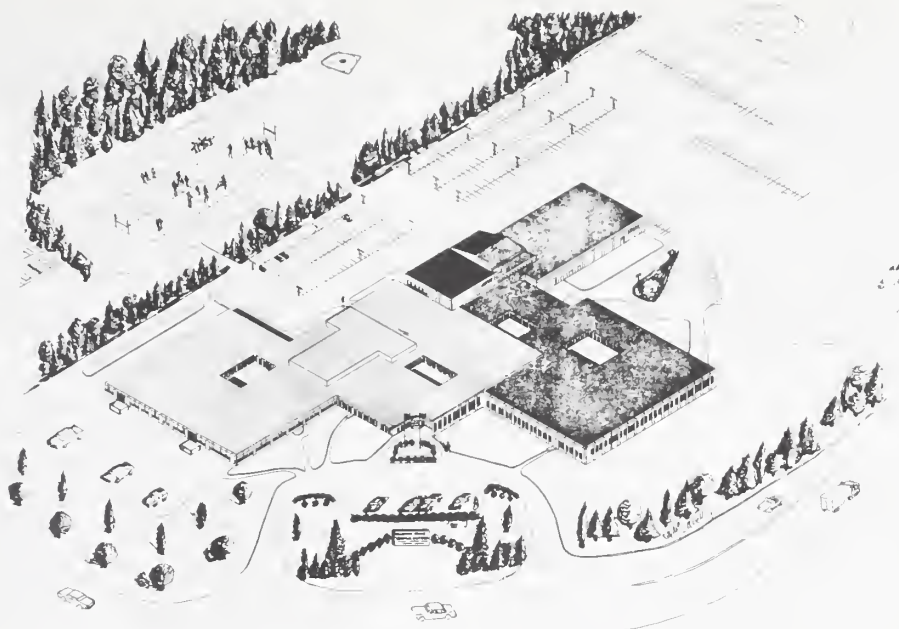
The Student Advisory Committee met with the School Committee throughout the year and made meaningful contributions to the operation of the school, for which the Committee was grateful. Each year a Red Cross Bloodmobile is sponsored by the Student Council as well as numerous other worthwhile projects. The students also took 1st, 2nd, and 3rd prizes at a State-wide VICA competition.

The Boss System, a means of controlling operational costs, is in full service and beginning to show results.

The first Solar House building project was undertaken this past year involving 90 students of the District - another success story of which they can be proud. The students also erected ramps for the physically handicapped and numerous other projects throughout the communities.

To keep abreast with industry, the School Committee saw it necessary to upgrade areas within the school such as the Computer Shop with the addition of Word Processing equipment and a new DEC 20 computer. The Machine Shop and Electronics Shop were also revamped.

Twice in the past year it became necessary to honor a Fuel Adjustment request from the SVT Bus Service, Inc. Recently we have been reviewing the budget for the coming year, with a "no increase" theme. The Public Hearing and acceptance of the budget will take place in January of 1982.



SHAWSHEEN VALLEY TECHNICAL HIGH SCHOOL
100 Cook Street
Billerica, Massachusetts 01866
617/667-2111

To the District Towns we offer our gratitude for their assistance and support, without which we could not survive. The School Committee expresses its thanks to the faculty and staff of the Shawsheen Valley Technical High School for their cooperation throughout the year, and to the student body for their continuing effort in making Shawsheen the number one school in the country. Last but not least, to the School Committee members, my co-workers, for their assistance to me throughout the past year, a grateful Thank You.

Sincerely,
Joseph L. Rogers, *Chairman*

SUPERINTENDENT-DIRECTOR'S REPORT

The year 1981 started with various actions taken by the School Committee in order to comply with the new Proposition 2½. In order to keep our expenses to a minimum, economic measures were enacted by the School Committee. It was felt essential to have any supplementary programs be self-supporting. This would affect the adult education program, summer school and the afternoon program. The summer school program was limited to students from the five towns who were required to take make-up courses. The charges for these courses were such that they covered the salaries of the teachers as well as other costs and effected considerable savings over the previous year. The adult education program for the fall of 1981 generated a cost of \$60.00 for a 60 hour program with approximately 375 adults participating in a number of courses. The situation in adult education is that the residents of the five towns are appreciative of the need to economize and are willing to pay the cost of running these programs.

Budget. In the spring, meetings were held with finance committees from the various towns to discuss the upcoming Shawsheen Tech budget for the year 1981-82. Since this budget reflected the 15% cut over the previous year and, notwithstanding our enrollment was increasing, the situation caused a considerable challenge to the administrative staff to maintain the high quality of education. In line with the requirements of the legislative act, Proposition 2½, the administration and the School Committee worked together in order to be certain that we would comply with the requirements. The budget was submitted to the five towns and since it reflected the cuts that were requested, the line item was approved at all town meetings. Preliminary discussions were held in the fall and early winter of this year for the upcoming budget for the school year 1982-83. The School Committee is cognizant of the fact that with increased numbers, it will be impossible to cut any staff. However, we do anticipate that budget cuts will have to be made in order to conform to the guidelines that have been established.

Enrollment. September of this year saw an unusual situation due to the fact that we have absorbed the approximately 160 students who were in the afternoon program this past year, as well as an additional 50 students into the incoming 9th grade. As a result, the population of the school is at the highest it has ever been, 1776 students. Although this has resulted in every teaching station being filled in the shops and an increase in class size for the academic programs, our greatest concern was the fact that the school was not designed for that large number of students and there have been problems of overcrowded corridors during passing time between periods. This matter has been reviewed with both Captain Mason, the Safety Officer at the Billerica

Fire Department, and the Building Inspector for the town of Billerica, Mr. McMahan. We hope to keep a close watch on this situation in order to protect the students from possible injury during the times that this overcrowded condition exists. In order to accommodate students in the classrooms, additional furniture was needed, most of which came from the local schools.

Basic Skills. In accordance with the state regulations, all 9th grade students were given the basic skills test with the following results: 78% of the students achieved minimum standard in reading; 85% in mathematics; 94% in writing. The standards were established through a Basic Skills Committee that was formed to oversee the basic skills policy.

Gifted and Talented. Since the inception of the school, we have always made provisions for those students who are categorized as Special Needs and may have some handicap to overcome. By contrast, we have also recognized the fact that above average students should be encouraged to fully utilize their abilities in every way possible. To expedite this, we have developed special programs that are intensive in nature and are designed for those high-ability students who plan to become technicians or go on to higher education.

Student Projects. The students in the various departments of the school have engaged in remodeling projects that are beneficial to the respective towns and also provide good training to students in their specific skills. This year saw the completion of the remodeling of the administrative offices at the Center School in Burlington, installation of a new lavatory facility and building of a ramp for the handicapped at the Billerica Town Hall. The yearly house building project was unique in that the students under the direction of their instructors, built a specially designed solar house in Tewksbury. The house was completed in early summer and an open house was held in June which attracted some 1400 people. The various shops participating in the completion of this house included carpentry, masonry, plumbing, electrical and metal fabrication.

Adult Training Programs. During the summer we started the first programs especially designed for adults. Project Summer was designed for training adults in the areas of word processing and as computer data entry operators. Project PAT was designed to train unemployed adults in office practices consisting of shorthand, accounting, typing and office machines. Project CAP is a computer application program held for six months to train COBOL Programmers. This project was designed especially for those teachers and municipal employees who lost their jobs.

Operating Efficiency. Two major factors have been identified with improving the operating efficiency of the school: Computerized control of energy became operational in February. This system consists of a number of sensors located around the building which direct the signals to the computer controlling the heating system. Secondly, an updated telephone system has been installed which makes it possible to more closely monitor all calls being made within the school. At present we are

developing plans for a Copy Center in the area adjoining the Graphic Arts Department. This center would be operated by personnel from the Graphic Arts Department and will help teachers in making the material available which they require as part of their teaching program. It is hopeful that early next year this center will become operational.

Chapter 74 Evaluation. Early this year we were visited by Mr. Ghernot Knox and Mr. Joseph DeRosa, Supervisors from the State Division of Occupational Education. They made a complete evaluation of the school. The evaluators recommended that all of the programs be given continued approval.

Advisory Committees. Both the General Advisory Committee, which represents a cross-section of residents of the five towns, and the Craft Advisory Committee, which is made up of individuals who are experts in their respective areas, met at various times during the year and provided valuable recommendations for the maintaining of the high standards of quality in vocational education.

Graduation. Graduation was held this year on June 6 at the Shriners Auditorium in Wilmington. There were 375 seniors who graduated and the exercises were witnessed by some 5000 parents and friends. Of the 375 seniors who graduated, almost all went to work in their respective skills. The 1981 graduating class had a total earning capacity of almost three million dollars which will be infused back into the local communities.

This year has seen an increased concern on the part of training and retraining adults in various vocational programs and the increased interest on the part of high school students to attend Shawsheen Tech. At no time since the opening of the school have we been able to accommodate all the students who have applied to this school. Although some of the towns have shown a loss of students, the interest in Shawsheen Tech has been consistently high. This understandable since the placement record of our graduates and the reputation that Shawsheen Tech has established with business and industry has been of the highest quality. Notwithstanding the overcrowded conditions and the cuts made due to the economy, all of us on the staff at Shawsheen Tech feel this is a challenge to continue in every way to make Shawsheen Tech operate as successfully as it has been in the past.

Looking Ahead. We find that, with the establishment of the Lahey Clinic, the expansion of facilities by Computervision, Micro-Wave Associates and GCA, and others, and the proposed new facility for the Boston Globe, building of three large R & D establishments on the corner of Cook Street and Boston Road, and additional electronic facilities to be built on nearby Alexander Road, indications are that the future of Shawsheen Tech and its involvement with new and expanding industries has become more and more significant.

Respectfully submitted,
Benjamin Wolk
Superintendent-Director

FINANCES

Treasurer — Collector
 Appropriations Board of Assessors
 Town Employee Earnings
 Auditor's Report - Receipts and Expenditures
 Industrial Development Finance Authority

Report Of The Treasurer — Collector

To the Honorable Board of Selectmen:

Gentlemen:

I submit herewith my report for the Fiscal Year ending June 30, 1981.

Cash on hand	\$ 998,232.49
Receipts to June 30, 1981	66,093,124.20
Adj Sewer Interest	<u>19,365.24</u>
	\$67,110,721.93
Paid on Warrants by the Town Auditor F/Y 1981	67,167,901.83
Less accounts payable on Warrants	814,139.04
Net Warrants June 30, 1981	66,353,762.79
Adjustment	<u>- .20</u>
Balance on hand June 30, 1981	756,958.94

For detail of receipts and expenditures see report of the Town Auditor.

Lewis Tremblay
 Treasurer-Collector

Statement of Town Debit - Fiscal Year Basis

1982	\$355,000.00	1988	\$225,000.00
1983	265,000.00	1989	225,000.00
1984	260,000.00	1990	100,000.00
1985	245,000.00	1991	100,000.00
1986	230,000.00	1992	100,000.00
1987	225,000.00	1993	100,000.00
		1994	<u>75,000.00</u>
			\$2,505,000.00

Statement of Interest - Fiscal Year Basis

1982	\$125,760.00	1988	\$46,125.00
1983	109,220.00	1989	34,375.00
1984	95,495.00	1990	25,500.00
1985	82,230.00	1991	19,500.00
1986	69,760.00	1992	13,500.00
1987	57,875.00	1993	7,500.00
		1994	<u>2,250.00</u>
			\$689,090.00

DETAIL OF DEBT OUTSIDE THE DEBT LIMIT

School Project - Chapter 645, Acts of 1948	\$2,245,000.00
Water Project - General Laws, Ter Ed. Chapter 44	<u>200,000.00</u>
	\$2,445,000.00

TRUST AND INVESTMENT FUNDS

Cash and Securities in Custody of Town Treasurer as of June 1981

Conservation Fund	\$ 29,874.26
Foster School Fund	5,209.30
Pierce Essay Fund	461.44
Cemetery Perpetual Care Fund	5,360.02
250th Anniversary Fund	7,044.54
Stabilization Fund	51,452.01
Fairgrieve Memorial Fund	<u>227,108.18</u>
	\$326,509.75

MOTOR VEHICLE EXCISE

	F/Y 1980-81	F/Y 1979-80	F/Y 1978-79	F/Y 1977-78	Prior Years
Balance 7/1/80	-0-	328,244.85	69,271.21	40,462.69	62,607.59
Committed	455,841.50				
Add'l Commitments		230,795.29	2,118.42	126.23	
Abatements rescinded				19.25	2,237.19
Collections	320,518.18	459,351.60	25,156.24	5,247.59	5,581.96
Abatements	22,265.82	43,451.44	4,042.56	18,282.47	50,229.81
Refunds	1,585.05	17,147.88	2,448.34	221.84	41.80
Balance 6/30/81	114,642.55	73,384.98	44,639.17	17,299.95	9,074.81

PERSONAL PROPERTY

Balance 7/1/80	-0-	9,984.17	9,804.51	8,128.57	37,787.69
Committed	668,469.46				
Collections	661,842.01	1,479.92	1,259.01	428.78	1,722.59
Abatements	371.83	4,620.83			
Balance 6/30/81	6,255.62	3,883.42	8,545.50	7,699.79	36,065.10

REAL ESTATE

	F/Y 1980-81	F/Y 1979-80	F/Y 1978-79	F/Y 1977-78	Prior Years
Balance 7/1/80	-0-	375,387.22	117,115.52	41,591.66	35.20
Committed	12,064,008.90				
Collections	11,380,968.79	191,210.43	81,851.99	20,599.87	
Abatements	226,367.32	51,994.45	56,833.97	39,881.55	
Refunds	102,551.25	52,055.92	56,520.13	38,094.05	
Added to T. Title	153,887.27	30,737.07	33,820.27	19,205.09	
Added to T. Poss.	347.62				
Tax Title Disclaimed			394.99		
Adjustment				.80	
Balance 6/30/81	404,989.15	153,501.19	1,524.41	-0-	35.20

REAL ESTATE WATER LIENS

Balance 7/1/80		1,071.25	1,150.79	510.63
Committed	40,029.56			
Collections	34,278.99	210.00	726.41	390.63
Abatements	138.00		19.38	
Refunds	1,117.87			
Added to Tax Title	3,890.41	82.50	405.00	120.00
Balance 6/30/81	2,840.03	778.75	-0-	-0-

BOARD OF ASSESSORS

NORMAN O. BOUDREAU, CHAIRMAN
BARBARA A. FLANAGAN
CHARLES J. STELLA

Value of Real Estate
January 1, 1981 \$240,157,700.00
Value of Personal Property
January 1, 1981 13,279,398.00
Total Value January 1, 1981 253,437,098.00
Total Value January 1, 1980 247,232,585.00

TOTAL LEVY FOR FISCAL YEAR 1982

Town.....18,982,555.87
State & County539,757.41
Overlay of Current Year314,355.95
Gross Amount to be Raised19,836,669.23
Total Estimated Receipts
and Available Funds8,812,155.47
Net Amount to be Raised on Property
Personal Property
1981577,653.81
Real Estate
198110,446,859.95
Total Taxes Levied on Property
1981.....11,024,513.76
Water Liens Added to Taxes
198199,567.93

MOTOR VEHICLE RATE \$25.00

MOTOR VEHICLE AND TRAILER EXCISE

Amount of Warrants to Collector556,633.72

FY '82 TAX RATE \$43.50

Auditor's Report

To the Citizens of Tewksbury:

In accordance with the provisions of the General Laws, I herewith submit my annual report covering the financial transactions of the town for the fiscal year ending June 30, 1981.

My sincere thanks to those who have assisted me.

Following is a detailed accounting of all receipts, expenditures and other pertinent data for your inspection.

Additional information will be furnished upon request.

From the Collector:

Prior
Real 340.92
Personal 1,722.59
1978
Real 20,599.87
Personal 428.78
1979
Real 81,851.99
Personal 1,259.01
1980
Real 191,212.43
Personal 1,479.92
1981
Real 11,380,968.79
Personal 661,842.01

12,341,706.31

Motor Vehicle:

Prior 107.80
1974 309.10
1975 314.88
1976 625.44
1977 3,624.74
1978 5,247.59
1979 25,156.24
1980 459,351.60
1981 320,518.18

815,255.57

Trailer Parks 9,582.00
Municipal Liens 5,115.00
Deferred Taxes 64,005.45

78,702.45

Water:

Rates 571,552.74
1981 34,278.99
1980 210.00
1979 726.41
1978 390.63
Service 1,292.79

608,451.56

Licenses and Permits:

Building 11,429.00
Alterations 21,733.67
Misc. Bldg. 3,273.00
Wire 2,954.25
Gas 1,727.00
Plumbing 1,957.00
Misc. Plumbing 282.04
Selectmen 29,750.00
Entertainment 2,439.60
Board of Health Fees 12,986.00
Town Clerk-Misc. 2,648.50
Gas Storage 391.00
Town Clerk-Fees 4,980.75
Fire-Oil Burner 195.50

96,747.31

From the County:

Dog Licenses 1,692.01
Dog Care & Killing 1,340.00

3,032.01

Reimbursements:

Loss of Taxes 98,010.32
Disabled Vets 4,025.00
Blind Persons 787.50
Elderly Persons 20,409.83

123,232.65

From the Commonwealth:			Assessors		
Police Career Incentive	66,739.00		Maps	559.00	559.00
Heath Brook School	14,693.21				
D.P.W.	78.75				
Surviving Spouse CSI-A17	4,025.00	85,535.96	Conservation Commission		
			Hearings	225.00	225.00
From the Commonwealth:					
Veterans Benefit	40,037.37		Fire Department		
School Lunch	208,908.95		Alarm Insp.-Oil	125.50	125.50
Sch. Aid Chapter #70	2,903,988.00				
Sch. Blg. Asst.	204,161.72				
Welfare Rental	2,827.00		Departmental		
EDA Title I Liv. St.	55,285.63		D.P.W. Water Installation	17,419.83	
Tuition-State Wards	42,396.00		Bonds	100.00	
Sr. Federal Grant	987.75		Sale of Materials	182.60	17,702.43
EDA-HUD	125.54				
Reconstruction Bridge St.	6,416.33				
Board of Education	90.00				
Lottery & Beano	244,842.00		Police		
Highway & Maintenance	149,514.00		Accident Reports	3,618.00	
CSI A-33 Library State Aid	12,039.50		Court Fines	90,119.66	
D.P.W.	45,530.00		Pistol Permits	2,583.00	
Local Aid	474,150.00		Special Detail	135,886.75	
State Aid Pupil Trans.	236,908.00		I.D. Cards	502.00	
Outside Voc. Trans.	117.00		Cruiser Bids	1,000.00	
H.U.D. Grant	1,250.00		Dept. of Social Service	183.51	233,892.92
School Related Trans.	52,712.00				
Spec. Nds. Rec.	6,800.00	4,689,086.79	Sealer		
			Fees	205.00	205.00
Grants & Gifts-Federal Government:					
Title I.P.L.#874	48,360.84				
P.L. 89-313	17,000.00		Dog Officer		
Title I Fed. Grant	108,070.00		Fines	309.00	
P.L. 94-142 Pre Sch.	62,791.00		Sale of Dogs	10.00	319.00
P.L. 94-142 Sped Yth.	43,333.00				
P.L. 94-142 Mtr. Mv. Tr.	20,356.00				
P.L. 94-482 Ed.	40,819.00				
Title 195-561	250.00		CETA II - Medical		2,467.33
Title 195-561 Gifted/Talent	1,780.00				
80-MA-11	27,948.99		CETA #6004		407.20
P.L. 95-571	31,098.00	401,806.83	Industrial Development Authority		100.00
Departmental					
Treasurer-Collector			School Department		
Tax Titles	108,162.81		Misc.	2,055.77	
Redemption Certificate	141.00		Lunch	272,699.67	
Redemption Interest	44,333.84		Bands & Athletic	14,275.84	
Tax Title Costs	429.75		Sale & Rental Supplies	2,872.00	
Trust Funds	143,459.00		Text Book	2,163.99	
Sale of Land Low Value	1,017.29		Tuition	1,519.00	
Tax Anticipation Notes	6,000,000.00		Salaries	18,265.00	313,851.27
Interest on Repos	225,531.42				
Matured Repo Treas. Cash	31,930,392.98		Income		
Interest on Collectors Savings	2,660.73		Sale of Maps	182.30	
Int. on Treas./Coll. Cash	27,810.10		Pay Phone	771.00	
Adv. Tax Taking	1,638.04		Nutrition Sr. Ctr. Rental	700.00	1,653.30
Interest on Sewer	12,393.81				
Interest on Sewer Savings	1,684.47				
Land Court Cost	320.26				
Tailings	2,667.19				
School Addition Loan	2,500,000.00		Miscellaneous		
School Addition Interest	9,477.15	41,012,119.84	Veterans Benefits	1,323.47	
			Sundry Department	1,405.31	
Board of Appeals			M & M Snack Bar	800.00	
Misc. Fees	4,755.00		Witness Fees	26.00	
Petty Cash	75.00	4,830.00	D.P.W. Misc.	155.00	
			Land Court Cost	110.25	
			Insurance Reimbursement	8,585.47	12,405.50
Planning Board					
Special Engineering Fees	8,262.68		Deductions		
Postage	70.00		Retirement	637,121.87	
Petty Cash	47.24	8,379.92	Federal	2,196,012.19	
			State	618,275.79	

Employees Insurance	348,375.66		Outlay		
Savings Bond	12,802.75		Micro Fiche		250.00
Credit Union	1,275,613.01				
United Fund	1,723.86		Data Processing		2,937.71
Tax Sheltered Annuities	147,376.02				
		5,237,301.15	Assessors		
Dog Licenses		3,022.40	Salaries		45,359.66
Total		66,093,124.20	Retro		1,524.04
Cash Balance July 1, 1980		998,232.29	Operating		
Accounts Payable		814,139.04	Office	1,361.38	
Journal Entry		19,365.24	Utilities	375.00	
		67,924,860.77	Maintenance	150.00	
			Supplies & Service	10,662.49	
			Personnel	1,214.00	
					13,762.87
EXPENDITURES 1980-1981					
Selectmen			Outlay		
Salaries		80,857.44	Typewriter Carriage		371.50
Salaries Supplemental		7,223.51			
Operating			Town Clerk		
Utilities	600.00		Salaries		40,252.53
Supplies & Service	6,610.50		Retro-Salaries		1,087.56
Personnel Expense	103.08		Operating		
Meetings & Dues	2,688.75		Office	2,290.32	
Reports & Warrants	5,866.06		Utilities	347.08	
		15,868.39	Maintenance	98.15	
			Personnel	36.04	
					2,771.59
Outlay			Town Clerk - Sporting Licenses		2,639.50
Typewriters		605.00	Town Clerk - Printing		7,998.75
Article #6 9/8/80 S.T.M.			Article #12 Unpaid Wages		748.94
Disability Compensation		5,859.00	Registrars		
918 Main Street			Salaries		1,931.00
Utilities	3,012.58		Operating		
Supplies & Service	14.59		Supplies & Services	1,500.00	
		3,027.17			1,500.00
974 Main Street		449.42	Election Officers		11,080.42
Consultant		8,000.00	Moderator		
CETA - Medical		1,876.00	Salaries		100.00
CETA Project #6004		407.20	Planning Board		
Town Counsel		31,000.00	Salaries		10,701.64
Unemployment Compensation		13,340.00	Retro-Salaries		265.59
Auditor			Salaries-Director		16,690.09
Salaries		38,747.60	HUD Grant #701		1,250.00
Retro-Salaries		1,276.38	Operating		
Operating			Office	232.83	
Office	599.13		Utilities	1,143.96	
Utilities	120.00		Supplies & Service	273.37	
Supplies & Service	305.17		Personnel	123.50	
		1,024.30	Professional Services	157.50	
			Local Travel	218.16	
Outlay			Printing & Advertising	416.02	
File Cabinet		191.00	Petty Cash	66.71	
Treasurer-Collector			Directors Milage	363.72	
Salaries		121,579.86			2,995.77
Retro-Salaries		4,180.27	Outlay		
Operating			Typewriter	725.00	
Office	19,508.72				725.00
Utilities	926.08		Planning Board Special Engineering		8,086.76
Maintenance	262.50		Article #56 1980 TM		5,958.00
Supplies & Service	5,205.40				
Personnel	230.29				
		26,132.99			

Board of Appeals			Fire Department		
Salaries		1,935.21	Salaries		
Operating			Regular	819,457.18	
Office	1,891.29		Longevity	56,145.07	
Petty Cash	75.00		Overtime	213,304.87	
		1,966.29	Vacation	70,404.01	
			Incentive	34,966.76	
Personnel Board			Sick Occupation	26,930.95	
Salaries		1,149.96	Sick Non-Occupation	24,124.63	
Operating			Steno	10,553.36	
Office	150.32		Holiday	25,301.23	
Printing/Personnel Bylaws	125.00				1,281,188.06
		275.32	Retro		3,755.19
			Article #2 S.T.M.		10,047.73
Finance Committee			Operating		
Salaries		1,535.56	Office	403.72	
Operating			Utilities	21,253.40	
Supplies & Service	635.01		Maintenance	7,693.52	
Utilities	387.29		Supplies & Service	3,732.80	
		1,022.30	Personnel	13,993.06	
					47,076.50
Town Hall			Outlay		
Salaries		17,419.32	Hose		690.00
Retro-Salaries		757.48	Mutual Aid		51.00
Operating					
Utilities	18,140.82		Civil Defense		
Supplies & Service	6,689.90		Salaries		634.32
Voting Booths	396.00		Operating		
		25,226.72	Office	6.00	
			Maintenance	114.67	
Police Department			Supplies & Service	177.24	
Salaries					297.91
Regular	616,878.54		Outlay		
Perm. P.T.	1,822.40		1-7K-w Generator	1,750.00	
Overtime	85,208.35		2 Handlights/3AC lights	480.00	
Guards	26,302.50				2,230.00
Janitor	1,826.43				
Longevity	45,053.76		Auxiliary Police		
Incentive	81,004.57		Operating		1,851.40
Steno	10,600.10				
Nighttime Differential	5,876.00		Dog Officer		
Vacation	71,986.82		Salaries		12,298.31
Sick-Non Occupation	49,511.66		Operating		
Sick-Occupation	7,714.03		Utilities	3,694.51	
Holiday	19,603.35		Maintenance	94.86	
Fingerprint & Photo	1,800.00		Supplies & Service	1,633.07	
		1,025,188.51			5,422.44
Retro		567.22			
			Wiring Department		
Special Detail		135,886.75	Salaries		4,499.88
Operating			Operating		
Office	6,829.72		Office	144.20	
Utilities	15,606.66		Personnel Expense	150.96	
Maintenance	4,528.56				295.16
Supplies & Service	1,401.63				
Personnel	8,928.16				
Schools	75.00				
		37,369.73	Weights & Measures		
			Salaries		1,000.00
Police Generator		2,422.21	Operating		
Police Cruiser Bid Bonds		1,000.00	Office	293.00	
Outlay					293.00
Cruisers	41,913.00				
Vests	342.00		Building Department		
Camera	700.00		Salaries		32,125.00
Guns	780.00		Retro		511.80
		43,735.00	Operating		
			Office	1,519.27	
Commonwealth of Mass. Social Service		183.51	Personnel Expense	1,288.80	
					2,808.07

Board of Health			Batteries	1,223.19	
Salaries		58,535.00	Welding Supplies	1,392.49	
Retro		391.95	Oil	2,917.14	
Operating			Towing	14.00	
Office	2,415.94		Stickers	222.00	
Utilities	1,445.97		Grease	147.60	
Personnel	1,871.30				37,838.23
Rubbish Disposal	313,000.00		Snow/Ice Control		
Mosquito Control	8,400.00		Plow Blades	2,591.88	
Clinics	6,835.14		Weather Service	775.00	
Rodent Control	352.04		Overtime	27,655.27	
L.V.N.A.	11,214.87		Extra Help	2,396.97	
Lowell Mental Health	6,286.00		Hired Equipment	21,582.84	
Share	17,985.00		Sand	16,568.20	
Hazardous Material	2,500.00		Salt	16,791.15	
		372,306.26	Advertising	15.00	
Code Enforcement		339.65	Supplies & Materials	1,466.02	
					89,842.33
Department of Public Works			Drainage Control		
Salaries			Cement	611.15	
Highway	195,126.02		Stone	3,319.36	
Tree	59,823.48		Gravel	11,451.78	
Park	29,422.03		Brick	673.64	
Water	77,130.51		Hired Equipment	720.00	
Administration	35,571.23		Washed Sand	1,803.11	
Engineer	14,556.04		Steel Pipe	23,251.94	
Electrician	13,658.70		Frames, Grates, Manholes	11,879.76	
		425,288.01	Plates	512.00	
D.P.W. Salaries			Loam	1,314.00	
Retro		21,373.17	Sumps Cones, Ect.	3,822.72	
Article #10 S.T.M. (Richard O'Neill)		7,604.16			59,359.46
Operating			Gas/Diesel Account		
Office	9,353.83		Gas	83,430.89	
Maintenance	8,362.78		Diesel Fuel	11,491.44	
Supplies & Service	78,785.57		Taxes	942.04	
Medical	742.47				95,864.37
Hot Top	34,098.86		Street Resurfacing Program		73,751.75
Annual Well Inspection	1,500.00		Safety Sign Account		
Utilities	152,141.37		Posts	588.96	
		284,984.88	Sign Material	2,994.98	
D.P.W. Outlay			Blanks	410.50	
Water Meter Replacement	1,918.53				3,994.44
2-Way Radio	1,372.00		School Traffic Lights		
Mower Attachment	1,777.00		Electrical Supplies	177.14	
Energy Construction Phase I	2,495.52		Supplies & Service	320.94	
Backhoe Loader	28,235.00				498.08
Flatbed Trailer	400.00		Traff. Signal Ins Claim-Damages		
Lateral Transfer	1,900.00		Electrical	257.64	
		38,098.05	Supplies & Materials	1,568.15	
Article #19 A.T.M. 5/5/80 (Lowell Water Service)		1,800.00			1,825.79
Article #22 A/T/M 5/5/80		2,647.07	Clean & Refurbish Wells		9,000.00
E.D.A. Grant Comm. Dev. Title I		34,418.94	Clean & Repair Wells #10 & 11		7,064.00
Bridge Street Bridge			Water Supply Study		15,154.65
Steel Pipe	397.33		Livingston St. Tennis Courts		2,095.00
Hot Top	4,220.00		Guarantee Deposit		
Berm	1,170.00		Supplies & Service	20,785.14	
Frames & Grates	237.00		Refunds	2,631.52	
Catch Basins	392.00				23,416.66
		6,416.33			
Machinery					
Parts	18,124.57				
Outside Repair	2,403.40				
Tires	5,713.06				
Supplies & Materials	5,680.78				

Veterans Service			VEGAS #400-71-81-0295-2-01-505		
Salaries		17,316.96	Salaries		13,970.23
Retro		603.00	Utilities	354.43	
Administration			Supplies & Mileage	363.11	
Operating					717.54
Office	438.62		VEGAS Project Poke #02-02		9,537.15
Utilities	589.65		VEGAS Project Needy #02-03		567.66
Dues	10.00		VEGAS Project DUAL #02-04		390.51
Travel	519.72		VEGAS Project C.E.L. #02-05		286.20
Seminars	282.00		VEGAS Graphic Offset #02-06		7,291.51
		1,839.99			
Veterans Services Aid			Ad. Phy. Ed. P.L. 89-313 ED 80-78-N		1,093.07
Relief List	36,760.00		Dev. Day Care P.L. 89-313 ED 80-79-N		250.00
Insurance	2,549.08				
Food	75.00		Ad. Phy. Ed. P.L. 94-142 Title 111 240-309-1095-2		
Doctor/Hospital	12,184.72		Salaries		11,800.00
Dentist	9.00		Travel	417.24	
Pharmacy	4,212.64		Supplies & Service	7,934.73	
Exterminator	190.00				8,351.97
Fuel	150.00				
		56,130.44	Mtr. Mv. Tr. #80-295-216-N		2,444.41
School Salaries 1980-81			Gd. Nurt. Ex. St. #350-033-1-0295-2		1,780.00
Instruction & Administration	6,389,688.31		Pre Sch. Lang. #80-295-217-N		5,179.08
Clerical	250,965.90		Sped Yth. Adv. #80-295-218-N		7,843.02
Custodial/Maint. Service	628,835.07		Sped Yth. Adv. #80-240-308-1-0295-2		
Attendance	10,699.53		Salaries		38,644.99
Other Salary Items	63,871.65		Supplies & Service	4,049.67	
Food Services	19,225.00		Travel	262.85	
Health Services	92,655.90				4,312.52
Transfer-Town	98,979.32		Spec. Nds. Teach #200-182-1-0295-2		15,049.84
Total		7,554,930.68	1979-80 Title 1 Program P.L. 95-561		4,199.51
1981 Summer Deferred Salaries			Public Health Service Grant #80-MA-11		23,675.39
Instruction	918,476.66		1980-81 Title 1 Program #95-561		
		918,476.66	Salaries		99,993.00
1980-81 School Operating Acct. (12 Mos)			Supplies & Service	8,077.00	
Administration	84,216.15				8,077.00
Instruction	442,600.60		Pre. Sch. Lang. #94-142- #80-240-307-1-1295-2		
Transportation-Regular	446,011.32		Salaries		61,450.00
Transportation-Special	213,325.53		Supplies & Service	7,260.43	
Transportation-Private	113,554.86				
Student Body Activities	64,944.91		P.L. 94-482 Wrđ. Proc. Sk. #155-2		1,023.42
Health	5,867.46		P.L. 94-482 Parent Prin. #156-2		869.66
Heating	336,607.05		P.L. 94-482 Fds. & Nutr. #180-2		1,078.76
Utilities	188,166.39		P.L. 95-561 Title 4B Lib. Lern.		12,096.48
Custodial Supplies	71,303.63		E.S.E.A. Title 4B 95-561 Lib. Lern.		18,643.94
Maint. Repairs School Staff	67,194.19				
Contracted Services	241,648.48		Regional Vocational School		
Replacement of			Operating	845,350.00	
Inst. & Non Inst. Eq.	105,821.74				845,350.00
Facility Rental	35,555.00		School Lunch Account		
Tuitions Out of District	322,509.00		Salaries		228,844.60
Stadium/New Field Div.	1,900.00		Phone	569.48	
Vocational Tuition/Transp.	11,088.41		Postage/Office	210.27	
		2,772,314.72	Food/Mild	271,344.70	
Capitol Outlay	15,073.16		Supplies	33,607.03	
		15,073.16	Exterminating	462.00	
Out of State Travel	6,444.00		Maint. & Equip. Rental	3,586.98	
		6,444.00	Gas	338.51	
Athletics & Band Expenditures			Meetings/Travel	294.15	
Graduation	2,013.00				310,413.12
Award Plaques	2,173.30				
Award Banquet	1,819.50				
Student Insurance	5,413.00				
Equipment & Uniforms	9,408.79				
Tickets/Printing	110.10				
Rental	170.00				
		21,107.69			
Exp. Car. Ed.#80-295-505-260-2		109.75			
VEGAS #80-295-505-179-2		970.65			

Ad Hoc School Comm.	218.40	Conservation	910.89
		Salaries	
Secondary School Bldg. Comm.		Operating	
Salaries	5,801.63	Office	240.22
Supplies	22.85	Supplies & Service	15.75
Architect	321,900.00	Personnel Expense	135.00
Surveying	7,300.00		390.97
Advertising	54.00	Conservation Trust Fund Art. #65 '68 TM	1,500.00
Bond Note	350,000.00		
General Contractor	249,269.55	Patriotic Activities	10,343.24
Borings	2,544.50		
Printing/Advertising	12,488.06	Municipal Building Comm.	
	943,578.96	Salaries	200.68
Article #17 J.W. Praught & Company	10,373.38	Operating	
		Supplies & Service	51.75
Elementary School Addition	500.00		51.75
Library		Police Station Plans	1,640.00
Salaries	76,206.63	M.B.C. Senior Center	387.00
Retro	2,356.26		
Operating		Council on Aging	
Office	941.81	Salaries	9,057.66
Utilities	7,950.73	Custodial Salaries	5,192.00
Maintenance	866.99	Operating	
Supplies & Service	19,995.09	Office	285.60
Personnel Expense	143.16	Utilities	5,763.17
	29,897.78	Maintenance	20.90
Library Art. #30 5/13/80 ATM	4,352.17	Supplies & Service	796.24
Fairgreive Memorial Fund	1,925.00	Transportation	1,710.00
Fairgreive Memorial Funds Invested	140,000.00	Entertainment	1,549.57
		Project Material	561.12
Recreation			10,686.60
Salaries	15,639.32	Council on Aging-Operating	30.00
Operating		C.O.A. Health Program Grant	890.00
Arts & Crafts	320.66	C.O.A. Grant #05527879029-00	939.00
Basketball	2,607.24	Merrimack Valley Health Care Center	1,600.00
Bowling	1,746.10	Community Action	
Custodian	666.00	Salaries	12,982.38
Equipment Cleaning	2,496.88	Operating	
Figure Skating	4,880.00	Office	95.12
Playgrounds	1,828.01	Utilities	405.21
Pop Warner Cheerleading	970.72	Supplies & Service	637.29
Pop Warner Football	7,619.03		1,137.62
Girls Softball	3,340.00	Industrial Commission	754.50
Men's Softball	1,700.00	4-H Club	429.80
Soccer	4,020.00	Fire & Liability Insurance	95,716.85
Track	678.14	Article #3 9/8/80 Claim Settlement	180.00
Transportation	3,435.00	Article #4 9/8/80 Property Damage	285.00
Office Supplies	349.36	Article #6 4/23/80 Appraisals	1,000.00
	36,657.14	Article #7 9/8/80 Property Damage	200.00
Youth Baseball	18,900.95	Article #8 8/25/80 Property Damage	2,256.63
Youth Hockey	20,000.00	Article #9 9/8/80 Property Damage	126.95
Exceptional Children		Article #14 9/8/80 Unpaid Bills	20,992.67
Salaries	5,406.00	Article #28 Unpaid Bills	
Operating		Murphy, Lamiere, & Murphy	47.50
Materials & Supplies	1,709.16	Massachusetts Electric Company	6.82
Insurance	261.80	New England Telephone Company	325.41
Pool Rental	612.00		
Transportation	6,995.00		
Sanitary Rental	425.00		
Winter Program	371.25		
	10,374.21		
Youth Center			
Salaries	15,656.20		
Operating			
Utilities	550.18		
Recover Pool Table	300.00		
Program Supplies	44.90		
	895.08		

Royal Business Machines	857.41	
Massachusetts Electric Company	351.04	
The Lowell Sun	18.25	
Old Mother Hubbard	30.37	
Massachusetts Electric Company	18.27	
L.H.S. Associates	2,112.94	
	3,768.01	
Tax Title Foreclosure	12,593.22	
Tax Title Taking	21,516.70	
Perpetual Care	34.00	
Tax Anticipation Loans	6,000,000.00	
Cemeteries	1,000.00	
Maturing Debt	423,000.00	
Interest Maturing Debt	143,970.00	
Interest Temporary Loans	177,326.14	
Street Lights	106,180.33	
Article #11 Stabilization Fund	25,000.00	
Deductions		
Retirement	619,994.91	
Federal	2,196,012.19	
State	618,275.79	
Insurance Town Share	330,750.59	
Insurance Employees Share	338,169.90	
Credit Union	1,275,613.01	
Savings Bond	10,737.50	
United Fund	1,003.96	
Tax Sheltered Ann.	135,336.07	
	5,525,893.92	
Dog Licenses	2,841.45	
Treasurers Cash Invested	33,831,017.98	
State Assessments		
Lowell R.T.A.	2,508.00	
Group Ins. Elderly	173.86	
M.V.X. Tax	3,282.15	
Mosquito Control	8,731.50	
Air Pollution	3,304.57	
Audit	23,292.00	
Parks	106,887.46	
	148,179.54	
County Assessments	843,412.83	
Bus Subsidy	22,800.00	
Refunds		
Real Estate		
1978	38,094.05	
1979	56,520.13	
1980	52,055.92	
1981	102,551.25	
	249,221.35	
Excise		
Prior	22.00	
1977	19.80	
1978	221.84	
1979	2,448.34	
1980	17,147.88	
1981	1,585.05	
	21,444.91	

Water		
1981 Lien	1,117.87	
Rates	339.39	
		1,457.26
Estimated Receipts		
1981	15.20	
1980	476.54	
1979	1,427.92	
1978	1,857.10	
Interest Refunds	15,390.98	
Release TTR Int.	20.00	
Wire Permit	19.50	
Refund Permit	112.00	
		19,319.24
Court Judgement		30,241.40
Total Expenditures		67,167,901.83
Cash Balance June 30, 1981		756,958.94
		67,924,860.77
RECEIPTS		
REVENUE SHARING 1980-1981		
Grants		614,462.00
Funds Invested		9,447,364.54
Interest Earned		142,693.38
Total Receipts		10,204,519.92
Cash Balance July 1, 1981		114,056.61
		10,318,576.53
EXPENDITURES		
REVENUE SHARING 1980-1981		
Police Salaries		
Regular	61,411.83	
Permanent P.T.	172.76	
Overtime	9,951.38	
Guards	2,925.00	
Janitor	152.84	
Longevity	4,307.99	
Incentive	10,594.35	
Steno	1,292.69	
Nighttime Difference	603.00	
Vacation	6,267.68	
Sick-Non Occupation	2,384.67	
Sick-Occupation	3,329.99	
Holiday	15,084.58	
Fingerprint & Photo	1,800.00	
		120,278.76
Fire Salaries		
Regular	77,426.77	
Longevity	5,595.59	
Overtime	6,522.95	
Vacation	4,019.44	
Incentive	3,088.56	
Sick-Occupation	2,081.20	
Sick-Non Occupation	2,474.41	
Steno	957.52	
Holiday	29,880.01	
		132,046.45
Department of Public Works Salaries		
Highway	64,887.64	
Tree	14,528.27	
Park	9,559.92	
Water	20,920.82	
Administration	8,969.30	
Sr. Engineer	3,581.44	
Electrician	5,129.13	
		127,576.52

Funds Invested	9,855,713.43
Total Expenditures	10,235,615.16
Cash Balance June 30, 1981	25,043.18
Accounts Payable	57,918.19
	10,318,576.53

RECEIPTS
PUBLIC LAW 94-369 — 1980-1981

Interest	14.22
Total	14.22
Cash Balance July 1, 1980	2,201.87
	2,216.09

EXPENDITURES
PUBLIC LAW 94-369 — 1980-1981

Selectmen-Salaries	586.13
Total	586.13
Cash Balance June 30, 1981	17.57
Accounts Payable	1,612.39
	2,216.09

RECEIPTS
SEWER PROJECT — 1980-1981

Funds Invested	2,000,000.00
Interest	10,416.75
Loan Renewals	2,200,000.00
Loan Proceeds	1,750,000.00
Refund	50,000.00
Total	6,010,416.75
Cash Balance July 1, 1980	86,006.36
	6,096,423.11

EXPENDITURES
SEWER PROJECT — 1980-1981

Salaries	5,385.00
Supplies & Service	2,242.08
Engineering	382,598.24
Funds Invested	1,950,000.00
Utilities	1,239.64
Office	1,157.46
Loan Payment	3,300,000.00
Advertising	6,184.08
Legal Fees	9,624.62
Contract #5	400,000.00
Review Contract #2 & 3	750.00
Appriasals	7,775.00
Total	6,066,956.12
Cash Balance June 30, 1981	9,115.58
Accounts Payable	986.37
Journal Entry-Interest	19,365.04
	6,096,423.11

BALANCE SHEET
JUNE 30, 1981
REVENUE

Cash:	
General	756,958.94
Cash Invested (General-1,600,625. School-1,500,000.)	3,100,625.00
Petty Cash Advances:	
Collector	75.00
Planning Board	50.00
Appeals Board	75.00
School	50.00
	250.00

Accounts Receivable:

Taxes:	
Levy of 1970	72.00
Personal	
Levy of 1971	
Personal	4,732.00

Levy of 1972	
Personal	4,865.02
Real	35.20

Levy of 1973	
Personal	5,981.73

Levy of 1974 6 Mos.	
Personal	2,687.20

Levy of 1974-75	
Personal	5,279.68

Levy of 1975-76	
Personal	5,051.40

Levy of 1976-77	
Personal	7,396.07

Levy of 1977-78	
Personal	7,699.79

Levy of 1978-79	
Personal	8,545.50
Real	3,369.84

Levy of 1979-80	
Personal	3,883.42
Real	153,499.19

Levy of 1980-81	
Personal	6,255.62
Real	404,989.15

624,342.81

Motor Vehicle Excise:

1977	8,083.33
1978	17,280.70
1979	44,639.17
1980	73,384.98
1981	114,642.55

258,030.73

Tax Title & Possession Revenue:

Tax Title	817,256.94
Tax Possession	19,465.23

836,722.17

Veterans Benefits A/R

44,431.88

Highway:

State	186,369.91
County	22,200.88

208,570.79

Water:

Liens:	
1979-80	778.75
1980-81	2,840.03
Rates	104,015.15
Misc. Service	5,698.06

113,331.99

Underestimates:		
County Tax 1981	7,759.82	
County Tax Additional-1981	11,688.17	
Mosquito Control 1981	2,050.73	
Interest-Temporary Loans	92,326.14	
		113,824.86
Court Judgements:		30,241.40
Overlay — 1977-78		39,881.55
Public Law 94-142 — School		5,919.43
		<u>6,133,131.55</u>

BALANCE SHEET
JUNE 30, 1981
LIABILITIES & RESERVE

Payroll Deductions:		
Retirement	109,710.62	
Employees Insurance	132,535.51	
United Fund	974.00	
Savings Bonds	1,433.03	
Tax Sheltered Ann.	34,158.17	
		278,811.33
Excess Low Value Land Sales:		17,452.94
Sale of Town Owned Land:		25,000.00
Dog Licenses-Clerk		649.95
Sporting Licenses-Clerk		2.00
Overlay Reserved for Abatements:		
1970	1,302.30	
1971	4,069.42	
1972	4,817.79	
1974-1975	5,279.68	
1975-1976	5,091.40	
1976-1977	8,379.46	
1978-1979	28,764.75	
1979-1980	141,724.07	
1980-1981	110,410.20	
		309,839.07
Overlay Surplus:		57,206.18
Revenue Reserved Until Collected:		
Motor Vehicle Excise	258,030.73	
Veterans Benefits	44,431.88	
Water Revenue	113,331.99	
Tax Title & Possessions	836,722.17	
Highway	208,570.79	
		1,461,087.56
Excess & Deficiency:		741,232.46
Petty Cash Reserve:		250.00
Special Tax Revenue:		753.00
Unexpended Balances Carried Forward:		
Thomas Guzzetti-Medical	2,166.00	
Selectmen-Cable T.V.Proposals	300.00	
CETA-Medical	4,146.02	
CETA Project #6004	2,037.00	
Treasurer-Collector-Escrow Acct.	1,707.00	
Moderator-1980-81	100.00	
Planning Bd. Spec. Eng.	9,113.90	
Police-Comm. System	920.45	
Budg. Insp.-Escrow Acct.	104.00	
D.P.W.-Outlay	6,000.00	

Chp.#90 Improvements East St.	78,130.01	
Chapter #765	53,320.00	
Chapter 356-East St.	53,320.00	
Chapter 765-Town Road	9.15	
Community Dev. Title I	25,269.92	
HUD-Grant	2,078.72	
Street Resurfacing Project	1,248.25	
Water-Guarantee Deposit	4,766.14	
Andover Water	2,500.00	
Water Main-Illinois Road	11,000.00	
Water Easement Illinois Raod	1,000.00	
Paint DPW Bldg.	1,000.00	
School-Salaries	20,479.00	
School-Operating	44,050.75	
School-Oper. - 1979-80	17,800.00	
School-Outlay	8,000.00	
School Lunch	78,983.70	
Public Law 874	38,360.92	
P.L. 93-380 Library Learn.	3.65	
P.L. 89-313 SpecNds Teach Imp.	2,215.16	
P.L. 95-561 ESEA Title 4B	12,454.06	
P.L. 95-209	.25	
P.L. 94-482 Voc.Ed.Guid.Asst.	8,058.20	
P.L. 94-482 As.Phy.Ed.	204.03	
P.L. 94-142 SPEDYth Adv.	375.49	
Public Health Grant 80-MA-11	4,273.60	
Athletics & Band Account	1,929.26	
Textbook Account	7,806.11	
AD HOC School Comm.	2,638.90	
Secondary Sch. Bldg. Comm.	1,550,619.41	
Aid to Public Libraries	12,024.50	
Library-County Dog Licenses	1,692.01	
C.O.A. Center Grant	493.15	
Dog Pound Construction	2,142.25	
Sr. Citizen Center	986.00	
New Police Station-Plans	1,360.00	
Tailings	4,365.90	
Unpaid Bills Art. #14 S/T/M	153.14	
Rehabilitation Water Wells	30,000.00	
Water Reinforcing Main	16,000.00	
Water Purchase	10,000.00	
Damage Claim-Geraghty	838.78	
		2,138,544.78
Treasurers Overage:		10,701.47
Cash Accounts Payable — 1980-81		1,089,418.76
Assessments:		
Parks 1980-81	1,445.05	
Air Pollution Control 1980-81	645.00	
Comm. of Mass. Reg. Transit	92.00	
		<u>2,182.05</u>
		6,133,131.55

BALANCE SHEET
REVENUE SHARING
JUNE 30, 1981

REVENUE

Cash:	
General	25,043.18
Funds Invested	<u>1,010,280.61</u>
	1,035,323.79

BALANCE SHEET
REVENUE SHARING
JUNE 30, 1981

LIABILITIES & RESERVE

Cash:	
Accounts Payable	17,925.28
Grant Account	882,276.33
Accounts Carried Forward:	
Police-Salaries	2,502.43
D.P.W.-Salaries	2,619.75
Assessors-Equalization Prog.	130,000.00
	<u>135,122.18</u>
	1,035,323.79

BALANCE SHEET
PUBLIC LAW 94-369
JUNE 30, 1981

REVENUE

Cash:	<u>17.57</u>
	17.57

BALANCE SHEET
PUBLIC LAW 94-369
JUNE 30, 1981

LIABILITIES & RESERVE

Grant Account:	<u>17.57</u>
	17.57

BALANCE SHEET
SEWER PROJECT
JUNE 30, 1981

REVENUE

Cash:	9,115.58
Cash Invested:	<u>150,000.00</u>
	159,115.58

BALANCE SHEET
SEWER PROJECT
JUNE 30, 1981

LIABILITIES & RESERVE

Project Account:	<u>159,115.58</u>
	159,115.58

Industrial Development Finance Authority

The Industrial Development Finance Authority (I.D.F.A.), a five member appointed board, was established as an independent public agency mandated by the Acts of the Commonwealth of Massachusetts of 1978.

The responsibility of the authority is to approve applications for industrial revenue bonds which will be used for industrial development within the municipality. The purpose is to encourage industrial expansion, increase or preserve the community's tax base and stimulate the economy in the area.

Industrial revenue bond funds may be utilized for building and equipment costs as well as for the acquisition of land up to a limit of \$10 million. The bonds do not have to be registered with the Securities and Exchange Commission, nor are they subject to federal or state taxes. Consequently, they are issued at a rate which is considerably lower than comparable conventional financing.

During 1981 the I.D.F.A. approved five (5) revenue bond applications for requested capital financing which approximated \$7 million. The approval of these applications increased the town's tax base over \$3 million and provided jobs for more than three hundred people.

Due to financing complications accompanied by the high interest rates during 1981, along with the time required to process revenue bond applications, two applicants withdrew their proposals entirely and another revised their financing requirements until such time as a more favorable interest rate is available. It is hoped that during 1982 the financing rates will become more attractive and create a greater interest for firms to build, relocate or expand in Tewksbury.

Employee Earnings

Name of Employee	Base Salary (Including Longevity)	Overtime	All Other	Annual Gross
Philip Pattison	25,423.00			25,550.32
William Blakeney	11,010.00			7,677.56
Val Mackey	11,110.77	5.94	1,133.56	10,099.89
Dennis Bradley	18,537.12	1,379.34	1,989.77	21,052.72
Jeremiah Delaney	19,814.15	134.47	2,168.06	20,863.55
Evelyn Doherty	14,014.26	1.86	1,400.15	14,135.31
Al Gray	21,216.35	2,263.21	2,429.31	24,890.72
Walter Haley	20,494.15	95.12	2,241.14	22,148.06
John Kane	21,216.35	2,949.37	2,405.86	25,024.71
Robert Marsh	19,959.52	1,343.77	2,170.70	22,377.75
James Marshall	18,199.94	1,534.72	1,949.22	20,451.70
John McCarthy	22,373.42	1,400.11	2,530.11	25,158.27
James Nolan	18,890.26	1,487.00	2,132.27	21,452.53
James Shimpkus	18,890.26	1,235.97	2,084.47	21,135.37
Dick Surette	18,890.26	840.29	2,102.14	20,311.35
Bill Chandler, Jr.	16,931.47	1,052.34	1,736.64	18,160.71
Peter Peters	24,273.05	3,068.38	2,829.76	28,843.80
Keith Ryan	17,047.53	1,966.25	1,925.31	18,954.18
Roger Trott	19,424.89	2,384.06	2,158.84	22,914.98
George Deshler	17,554.06	674.94	1,931.51	19,195.77
Ernie Lightfoot	19,002.47	2,622.65	2,300.55	22,743.89
Tom Casey	12,851.38	273.17	982.71	12,497.01
Lorraine Cuskey	11,647.15		1,207.88	11,938.05
George Deroche	18,355.63	3,601.22	2,135.33	23,001.92
Donald Prescott	18,537.12	1,860.13	2,035.20	21,413.55
Dick Westaway	17,047.53	3,557.42	1,961.69	21,523.25
Bill Wilkinson	20,109.41	3,928.39	2,379.64	25,125.23
William R. Burris	19,414.00	492.81	898.50	20,063.18
Amari, Peter	14,070.35			14,070.35
Bolton, Clifford	20,393.02	4677.75	Det. 3274.00	
			F&P 600.00	28,944.77
Bolton, Leonard	19,171.33	1496.95	Det. 80.66	20,748.94
Carroll, Robert	21,939.37	2155.02	Det. 6415.00	30,509.39
Cook, Robert	34,234.44		Det.	34,234.44
Cormier, Martin	20,613.49	1019.20	Det. 2220.00	23,852.69
Daley, Wilfred	21,931.37	1070.18	Det. 847.50	23,849.05
DeLucia, Jos.	21,940.37	3173.89	Det. 3958.16	29,072.42
DiCalogero, A.	22,657.91	3265.01	Det. 1280.00	27,202.92
Doherty, Paul	21,934.37	3078.60	Det.	25,012.97
Flynn, Thomas	25,606.39	2342.99	Det. 5500.00	33,449.38
Ford, Ralph	15,046.32	2627.99	Det. 7245.00	24,919.31
Gerty, Paul	28,647.94	1429.79	Det. 102.50	30,180.23
Hague, Kenneth	23,826.31		Det.	23,826.31
Haines, Robert	20,813.43	2293.20	Det. 8075.42	
			F&P 600.00	31,782.05
Hanson, Richard	24,234.74	961.92	Det.	25,196.66
Hazel, George	18,264.86	2448.77	Det. 5975.67	26,689.30
Jamieson, Walter	25,437.16	2110.64	Det. 1080.00	28,627.80
Johnson, Paul	29,597.81	7588.09	Det.	
			F&P 600.00	37,785.90
Jones, James	20,004.61		Det.	20,044.61
Jop Jr., Walter	22,249.77	2199.00	Det. 7380.00	31,828.77
Kandrotas, Stephen	20,310.88	1606.94	Det. 2490.00	24,407.82

Name of Employee	Base Salary (Including Longevity)	Overtime	All Other	Annual Gross
Landers, Alan	22,242.77	938.24	Det.	23,181.01
Landers, Richard	25,316.47	4197.96	Det. 1337.38	
			F&P 350.00	31,201.81
Latta, William	21,929.37	2558.17	Det. 1245.00	25,732.54
Layne, Warren	22,244.77	1568.62	Det. 4273.46	28,086.85
Layne, William	16,400.95	2315.54	Det. 1457.50	20,173.99
Luz, James	22,852.22	1941.83	Det. 4657.50	29,451.55
Mackey, John	28,577.85	2319.20	Det. 803.47	31,700.52
Mackey, Richard	28,239.89	650.40	Det.	28,890.29
Manley, Eugene	21,972.72			21,972.72
Martin, Edward	28,790.05	2999.35	Det.	31,789.40
McKenna, James	18,274.63	1673.63	Det. 7165.24	27,113.50
Perry, Henry	21,887.74	2756.08	Det. 6115.25	30,759.07
Peterson, Dennis	21,949.37	4947.75	Det. 5888.16	32,785.28
Powers, John	4,115.96	510.53	Det.	4,626.49
Regan, Denise	21,179.02	2184.15	Det. 770.00	24,133.17
Ringwood, Paul	21,943.37	4361.35	Det. 950.00	
			F&P 600.00	27,854.72
Ryan, Donald	23,059.16	1180.13	Det. 485.81	24,725.10
Sheehan, Kevin	19,170.33	2548.00	Det. 736.32	22,454.65
Stephens, Allan	22,249.77	2045.07	Det. 6060.00	30,354.84
Sullivan, Frank	21,064.37	465.01	Det.	
			F&P 600.00	22,129.38
Sullivan, John	43,903.00			43,903.00
Terrazzano, Virignia	2,107.79			2,107.79
Sullivan, Richard	4,668.33	504.89	Det.	5,173.22
Westaway, Robert	4,346.68	608.39	Det.	4,955.07
Barry, Maryellen	13,921.10	259.32	Det.	14,180.42
David Austin	20,558.22	7,106.51		27,784.73
Richard Barrelle	21,224.32	1,701.95	120.00	22,926.27
Robert Briggs	21,795.83	2,949.28		24,745.11
John Burris	22,142.42	4,000.08		26,142.50
William Chandler	45,846.95			45,846.95
Robert Collins	24,025.36	4,275.54	120.00	28,420.90
Stephen Cotugno	19,854.05	4,032.19		23,886.24
John Coviello	20,043.93	2,635.37		22,679.30
Albert Cronin	21,224.32	3,414.39		24,638.71
John Cuneo, Jr.	28,925.38	6,915.31		35,840.69
Mary Daley	14,838.34	1,696.33	752.93-79/80	
			1298.59-80/81	18,586.19
Cosmo DiBiase	20,138.44	3,636.11		23,774.55
Robert Dogherty	19,298.34	4,938.47	84.00	24,320.81
Lawrence Driscoll	24,071.18	4,239.84		28,311.02
James Farley	19,950.97	5,344.86		25,295.83
John Field	22,811.50	8,810.60	168.00	31,790.10
Jack Flynn	22,003.58	6,239.62	48.00	28,291.20
Robert Fowler	24,160.96	8,588.86	210.00	32,959.82
Richard Gath	22,998.70	6,327.79		29,326.49
Russell Gourley	20,487.77	4,169.98		24,657.75
Russell Gourley, Jr.	21,730.14	3,066.28		24,796.42
James Graham	19,447.91	7,357.58		26,805.49
Donald Greer	24,984.33	5,483.64		30,467.97
Allen Hancock	17,643.05		6,403.88	24,046.93
Kenneth Holden	28,925.38	5,001.86		33,927.24
Mary Kane	13,590.52		619.87	
			993.18	15,203.57
Edward Kearns	19,652.39	5,196.03	108.00	24,956.42
Roger Lafreniere	20,467.39	2,399.15		22,866.54

Name of Employee	Base Salary (Including Longevity)	Overtime	All Other	Annual Gross
Roger Lafreniere, Jr.	20,485.80	2,787.82		23,273.62
David Levy	23,757.33	5,858.10		29,615.43
John Lightfoot	20,717.39	5,231.00	96.00	26,044.39
Richard Mackey III	18,118.19	4,456.08		22,574.27
William Magro	28,829.38	6,500.29	96.00	35,425.67
Paul Mahoney	19,707.59	5,959.24	48.00	25,714.83
Kenneth Mallinson	20,138.44	4,538.34		24,676.78
Merrill Marshall	19,533.65	4,273.54		23,807.19
Hilary McMahon	22,429.19	6,594.30		29,023.49
William Millett	19,563.89	4,934.89	120.00	24,618.78
Constance Morris	12,443.79	1,750.08	651.60-79.80	
			1,103.67	15,949.14
James Morris	32,507.09	5,576.07		38,083.16
Robert Morris	20,479.94	5,412.10	84.00	25,976.04
Larry Nawn	20,709.95	3,502.94		24,212.89
Mary O'Keefe	10,604.63	2,087.78	398.01-80/81	13,090.42
John O'Neill	20,454.34	4,836.25		25,290.59
Richard O'Neill	21,305.51	4,860.63	96.00	26,262.14
Bruce Reed	21,512.49	4,407.30	48.00	25,967.79
James Ryan	21,292.55	4,477.47		25,770.02
Thomas Ryan	23,757.33	4,296.84		28,054.17
Richard Sheehan	20,311.78	3,792.75		24,104.53
Lewis Small	19,443.82	1,555.85		20,999.67
Joseph Squires, Jr.	20,093.89	6,087.63		26,181.52
Richard Starling	21,224.32	4,266.88		25,491.20
Barbara Sullivan	9,941.93	1,177.74	232.94	11,352.61
Kevin Sullivan	17,296.57	4,131.33	114.00	21,541.90
George Yost	21,014.71	6,050.10	108.00	27,172.81
Phillip Zerofski	22,241.76	5,415.89		27,657.65
William R. McMenimen	19,492.99			19,492.99
Virginia Coviello	12,221.24		391.95	
			904.72	13,517.91
Linda Roy	1,059.95			1,059.95
David Sargent	4,157.30			4,157.30
James Manley	1,127.97			1,127.97
Robert W. Nickerson	6,561.46			6,561.46
Michael J. Daley	400.00			400.00
Brian J. Sheehan	466.68			466.68
Joan M. Dunlevy	433.32			433.32
Warren J. Brothers	8,886.28		973.82	9,860.10
James Manley	6,422.93		828.36	7,251.29
Walter Collins	1,507.26			1,507.26
Robert S. Mondì			268.84	268.84
Margaret F. Tompkins	15,370.98			15,370.98
Cynthia J. Trudeau	11,737.88			11,737.88
Helen Stanton	1,140.67			1,140.67
John Hedstrom	415.80			415.80
Pat Hennessy	5,200.00			5,200.00
Frank Kennedy	2,432.00			2,432.00
Virginia Terrazzano	125.40			125.40
Marian Snook	14,151.25			14,151.25
Helen Warren	14,205.93			14,205.93
Suzanne M. Lumia	7,059.76			7,059.76
Lee Newman	16,690.09			16,690.09
Anthony Gizzi	7,469.56			7,469.56
Yolanda Luongo	14,014.26			14,014.26
William Butt	12,493.80			12,493.80

Name of Employee	Base Salary (Including Longevity)	Overtime	All Other	Annual Gross
Thomas Casey	2,450.00			2,480.00
Mary Jane Marcucci	12,725.00			12,725.00
Ruth E. Aubert	22,054.76			22,054.76
Sandra A. Barbeau	14,086.38			14,086.38
Edwina M. Hudson	12,211.88			12,211.88
Helen McNeil	4,615.90			4,615.90
William D. Hallisey	3,162.42			3,162.42
Richard Trueba	2,959.92			2,959.92
Richard P. Morris	2,959.92			2,959.92
Thomas Budrewicz	2,959.92			2,959.92
Charles E. Coldwell	3,034.92			3,034.92
Robert Gelineau	6,372.34			6,372.34
William Granfield	20,175.00			20,175.00
Loretta Miggos	13,221.00			13,221.00
Sarah Jarossi	4,051.56			4,051.56
George Gibson	3,737.52			3,737.52
John White	3,737.52			3,737.52
Lorraine Whynaught	18,763.39			18,763.39
Linda Curtis	13,765.00			13,765.00
Boyle, Nancy	27.92			27.92
Cogan, Virginia	8,836.71			8,836.71
Collins, Walter	6,108.05			6,108.05
Croucher, James	350.61			350.61
Daudelin, Margaret	8,470.92			8,470.92
DeSilva, Rachel	8,919.88			8,919.88
Desmarais, Elisabeth	15,755.68			15,755.68
Francoise, Manuel	92.85			92.85
Hopkinson, Olive	328.92			328.92
Hunt, Jacqueline	150.08			150.08
Kelley, Maureen	5,755.13			5,755.13
Levy, Susan	677.96			677.96
Mann, Jean	8,689.23			8,689.23
Moore, Frances	12,068.61			12,068.61
Obdens, Anthony	66.24			66.24
Sheehan, Elizabeth	125.45			125.45
Perkins, Mary L.	750.77			750.77
Trudeau, Cynthia J.	1,643.50			1,643.50
Mary Amiot	17,019.20		624.84	17,644.04
Joan Beattie	390.89			390.89
Mary A. Casazza	13,859.24		538.94	14,398.18
Eleanor Donovan	13,433.35		511.47	13,944.82
Doris Harding	13,859.24		538.94	14,398.18
Ellen M. Keefe	1,618.11			1,618.11
Elizabeth Johnson	7,891.69		309.84	8,201.53
Gayle Nickerson	7,806.65		450.12	8,256.77
Teresa O'Neill	1,448.42			1,448.42
Mary Park	351.01		119.90	470.91
Patricia Qua	3,622.59			3,622.59
Ann Sabato	2,735.93			2,735.93
Patricia Stotik	3,651.75		407.38	4,059.13
David Sullivan	17,990.62		678.84	18,669.46
George Abodeely	27,974.94			27,974.94
Shawn Anderson	68.25			68.25
Nicklos Andronikos	30,228.94			30,228.94
Francis J. Antonelli	21,927.54			21,927.54
Mary Antonelli	5,472.60			5,472.60
Florence Antonuk	3,961.19			3,961.19
Delores M. Barlow	4,496.94			4,496.94
Charles W. Becker	6,472.97			6,472.97

Name of Employee	Base Salary (Including Longevity)	Annual Gross	Name of Employee	Base Salary (Including Longevity)	Annual Gross
Kenneth R. Belanger	15,578.19	15,578.19	Estate of Clarence Jewell	9,885.59	9,885.59
John F. Berube	1,472.87	1,472.87	Walter G. Jillett, Jr.	11,338.92	11,338.92
Dorene Bettis	45.50	45.50	Joanne Kerns	4,200.00	4,200.00
John Bojar	6,861.35	6,861.35	Eugene Kelly	9,106.41	9,106.41
David J. Bolton	1,144.80	1,144.80	Michael R. King	22.50	22.50
William J. Bomil	11,866.54	11,866.54	Barbara M. Lambert	1,647.66	1,647.66
Patricia Boucher	4,740.82	4,740.82	Frederick P. Leahy	15,955.56	15,955.56
Bernard Boudreau	14,477.00	14,477.00	James M. Lightfoot	15,644.46	15,644.46
Betty Bradford	1,000.00	1,000.00	Joan Litalien	4,206.84	4,206.84
Elizabeth A. Brown	784.00	784.00	Thomas W. Lovett	25,890.07	25,890.07
Theresa D. Brown	10,729.88	10,729.88	Bruce Alan MacDonald	9,088.90	9,088.90
Janice J. Campo	21.60	21.60	Mary Maguire	9,254.92	9,254.92
Josephine C. Campo	14,905.09	14,905.09	Ruth Maher	4,518.08	4,518.08
Vincent Campo	299.37	299.37	Irene Maliszewski	9,888.32	9,888.32
James Carey	752.50	752.50	Nathaniel Mann III	15,671.17	15,671.17
Joseph Carey	307.50	307.50	Norman Marble	19,460.55	19,460.55
William Carlson	15,480.58	15,480.58	Barney Marion	240.00	240.00
Paul E. Carlotto	14,676.44	14,676.44	Louis E. Marion, Jr.	14,666.84	14,666.84
Judith Colman	3,591.18	3,591.18	Julia A. Marrone	22.75	22.75
Theresa Colman	23.45	23.45	Daniel J. Martin	14,206.55	14,206.55
Leslie Colmer	19.25	19.25	Joseph F. McCann	12,170.18	12,170.18
Marylou Conroy	3,326.10	3,326.10	Joseph McCarthy	18,333.98	18,333.98
Joseph Crotty	27,974.94	27,974.94	Francis McCusker	18,073.68	18,073.68
Frank Cuneo	8,015.02	8,015.02	Lawrence McGowan	14,059.30	14,059.30
William P. Cuskey, Jr.	14,576.33	14,576.33	Michael McGrath	578.25	578.25
Michelina Deangelis	28,407.38	28,407.38	Arlene McLaughlin	98.50	98.50
Paul A. Degennaro	315.25	315.25	James McLaughlin	169.25	169.25
William Degregorio	32,481.94	32,481.94	Paul F. Moran	20,899.79	20,899.79
Emily J. Demille	3,850.75	3,850.75	Marion Morris	13,178.90	13,178.90
Daniel Desmond	11,289.07	11,289.07	Benjamin Mugford	3,446.25	3,446.25
Edward J. Devine	20,567.52	20,567.52	Charles W. Murphy	14,146.79	14,146.79
John B. Dey	10,910.52	10,910.52	Thomas L. Nawn	15,955.56	15,955.56
Helen Digorgio	4,099.76	4,099.76	Olga Nicholson	320.40	320.40
Dorothy Doherty	5,510.82	5,510.82	Louis B. Nolan	3,194.96	3,194.96
Frank Dombrowski	16,634.97	16,634.97	Donald C. Page	11,630.32	11,630.32
Sandra A. Dombrowski	66.50	66.50	George Paul	15,955.56	15,955.56
Anne Duncan	14,905.09	14,905.09	Edward Pelletier	31,428.94	31,428.94
Alan William Dunlevy	3,163.13	3,163.13	Michael Peters	1,733.75	1,733.75
William Dunlevy	26.25	26.25	Richard E. Poirier	1,117.00	1,117.00
Beverly Erlandson	11,479.85	11,479.85	Mark Proulx	240.00	240.00
Maurine E. Evans	19.25	19.25	William Raney	11,716.16	11,716.16
Michael Farese	16,394.45	16,394.45	Catherine Risteen	10,213.34	10,213.34
Edward J. Farley	36,261.94	36,261.94	Valerie E. Rogers	4,359.04	4,359.04
Laura Gale	71.75	71.75	Anthony Romano	27,993.94	27,993.94
Colleen Gallo	3,939.25	3,939.25	James E. Roper	14,098.95	14,098.95
Sal J. Gallo	16,157.70	16,157.70	Helen A. Rouse	1,609.09	1,609.09
Dorothy Gendall	11,016.88	11,016.88	Charles Ryan	15,858.50	15,858.50
Joseph Paul George	22,428.52	22,428.52	John Ryan	36,261.94	36,261.94
Thomas M. Gilbride	16,056.46	16,056.46	Earl Sager	13,743.44	13,743.44
William A. Gorman	14,689.23	14,689.23	Laura A. Sale	19.25	19.25
David Greene	14,319.30	14,319.30	Jeanne F. Samples	8,742.76	8,742.76
Barbara A. Greer	4,133.97	4,133.97	Kurt Schimmelbusch	10,169.98	10,169.98
Richard E. Griffin	32,981.92	32,981.92	Eugene Sdoia	17,579.98	17,579.98
Angela R. Guarino	48.90	48.90	Ann Sexton	5,510.82	5,510.82
Susan E. Hodges	266.90	266.90	Ann Marie Sheedy	112.00	112.00
Patricia Hommel	168.00	168.00	Francis B. Sheehan	28,398.94	28,398.94
Elizabeth Irwin	5,663.70	5,663.70	Mark Stagnone	330.00	330.00
William J. Irwin	15,569.69	15,569.69	Martha J. Sullivan	135.10	135.10

Name of Employee	Base Salary (Including Longevity)	Annual Gross
Thomas F. Sullivan, Jr.	15,159.61	15,159.61
Natalie S. Szufnarowski	700.00	700.00
Barbara Tanner	16,483.46	16,483.46
Antonio J. Terenzi	27,974.94	27,974.94
Steven Tessier	9,056.40	9,056.40
Nancy G. Thompson	5,521.29	5,521.29
Leo Thornton	15,568.25	15,568.25
Vaughn A. Tompkins, Jr.	12,422.42	
Elaine Marie Tower	4,140.00	4,140.00
Kevin Tower	885.25	885.25
Joel A. Trull	15,962.46	15,962.46
William Tsimitsos	30,728.96	30,728.96
Rosemary C. Ward	2,133.60	2,133.60
John Weir	30,228.94	30,228.94
John W. Wynn	40,803.08	40,803.08
James D. Zousimas	10,494.68	10,494.68
Cynthia Abate	3,082.70	3,082.70
Carole Acone Callahan	19,041.86	19,041.86
Donna J. Acquaviva	8,171.41	8,171.41
Margaret Adams	21,262.00	21,262.00
Jean M. Agustoni	166.82	166.82
Donna Graham	11,835.47	11,835.47
Charles Allen	21,524.56	21,524.56
John W. Allen	19,290.00	19,290.00
Patricia Allen	19,912.00	19,912.00
Paula P. Allen	11,395.54	11,395.54
Pauline A. Amirault	26.50	26.50
Joan Andella	8,188.75	8,188.75
Ruth Anderson	20,557.72	20,557.72
Dana R. Andrews	19,639.86	19,639.86
Jason Andrews	22,030.00	22,030.00
Evangeline Angell	10,522.98	10,522.98
Richard Angell	22,050.00	22,050.00
Mary Antonelli	3,303.25	3,303.25
Florence Antonuk	1,524.31	1,524.31
Carolyn Ashworth	18,915.86	18,915.86
Robert W. Aylward	23,949.54	23,949.54
Gary Ballou	1,490.00	1,490.00
Nancy K. Baratta	10,107.54	10,107.54
Dolores Barlow	2,860.22	2,860.22
Sandra Barnett	15,889.02	15,889.02
June L. Maguire	811.98	811.98
Cornelius J. Barry	1,490.00	1,490.00
Donald R. Barry	20,563.72	20,563.72
Lawrence J. Basteri, Jr.	13,381.14	13,381.14
Joan L. Beattie	12,710.68	12,710.68
Nancy T. Beaudoin	16,422.98	16,422.98
Linda Beaulieu	3,232.60	3,232.60
Elinor Beloin	4,072.00	4,072.00
Cynthia Berkovitz	19.25	19.25
Frederick P. Bernhardt	5,304.27	5,304.27
Judith K. Berube	14,240.36	14,240.36
Priscilla Betses	19,153.86	19,153.86
Elizabeth Bezdighian	10,994.16	10,994.16
Barbara Lohmueller	14,434.56	14,434.56
Nancy Billings	19,453.16	19,453.16
Dale D. Black	19,714.86	19,714.86
Anthony Blandini	17,996.00	17,996.00

Name of Employee	Base Salary (Including Longevity)	Annual Gross
Roseanne Boghosian	1,339.90	1,339.90
Sandra Boileau	16,348.28	16,348.28
Patricia Boucher	3,355.52	3,355.52
Rita Boudreau	3,456.05	3,456.05
Warren Bowen	23,098.14	23,098.14
Cynthia M. Fine	21,023.36	21,023.36
Kenneth Bowers	20,919.72	20,919.72
Maureen J. Bowers	9,630.98	9,630.98
Kathleen A. Boyd	1,040.00	1,040.00
Shari Bradford	80.00	80.00
Albert W. Bradley	17,296.00	17,296.00
Margie Brazile	21,256.00	21,256.00
Arlene Breault	21,027.36	21,027.36
John C. Bresnahan, Jr.	21,481.86	21,481.86
Linda Jean Briggs	1,937.25	1,937.25
Carol Kenney Brooks	16,422.98	16,422.98
Nancy Irons	2,965.05	2,965.05
Denise M. Browder	285.00	285.00
Melanie Buccola	21,268.00	21,268.00
Joseph P. Buckley	21,469.74	21,469.74
Maureen A. Buckley	18,907.86	18,907.86
Ruthann Budrewicz	10,840.56	10,840.56
Virginia Bunting	6,904.83	6,904.83
Richard Burchill	2,790.74	2,790.74
Michael D. Buscemi	10,592.28	10,592.28
Kathy E. Byrne	14,671.26	14,671.26
Virginia Callahan	21,254.00	21,254.00
Joseph P. Callery, Jr.	21,934.88	21,934.88
Gertrude M. Carey	21,357.72	21,357.72
Stephen Catalano	13,290.26	13,290.26
Marion Charkoudian	21,357.72	21,357.72
Chawky Choueiri	3,426.64	3,426.64
John C. Chute	6,187.86	6,187.86
Nordice Chute	18,907.86	18,907.86
Joan Ciambella	17,133.08	17,133.08
Donald P. Ciampa	14,551.30	14,551.30
Karen E. Cintolo	9,622.98	9,622.98
Carlton Clark, Jr.	21,250.00	21,250.00
John C. Clarke	20,958.72	20,958.72
Anthony P. Cocozza	11,365.54	11,365.54
Maureen Cody	18,903.86	18,903.86
Anna Mae Coffin	1,270.00	1,270.00
Helen Cogswell	18,903.86	18,903.86
Donna Cohen	14,284.56	14,284.56
Judith E. Cole	11,492.28	11,492.28
Bryce L. Collins	23,566.14	23,566.14
Thomas Conlon	21,301.22	21,301.22
Kathleen J. Connell	12,300.14	12,300.14
Karla Conway	21,250.00	21,250.00
Robert E. Cook	2,050.00	2,050.00
Martha Coolidge	133.00	133.00
Susan M. Coolidge	9,146.42	9,146.42
John P. Corbett	21,338.00	21,338.00
Monica Costa	4,267.80	4,267.80
Beth A. Cowan	13,152.28	13,152.28
Michael Cronin	2,774.78	2,774.78
Margaret Crowe	8,171.41	8,171.41
Robert K. Cullen	21,667.16	21,667.16

Name of Employee	Base Salary (Including Longevity)	Annual Gross	Name of Employee	Base Salary (Including Longevity)	Annual Gross
Ester L. Curseaden	815.50	815.50	Laurie Fox	5,867.28	5,867.28
John T. Daley	2,499.98	2,499.98	Leo Frechette	21,469.74	21,469.74
Michael J. Daley	24,412.00	24,412.00	Joan Friedman	21,250.00	21,250.00
Sally A. Dancause	1,614.20	1,614.20	M. Elizabeth Gaffney	22,008.00	22,008.00
Anita L. Danforth	14,392.28	14,392.28	Mary M. Gale	2,280.85	2,280.85
Lydia Dass	8,607.40	8,607.40	Kathleen Gallagher	180.00	180.00
Carole Joyceteta	7,561.59	7,561.59	Virginia Galligani	3,231.41	3,231.41
Meredith Debow	21,600.00	21,600.00	Sal J. Gallo	7,061.52	7,061.52
Deborah J. Defilippo	28.00	28.00	Toby M. Gang	17,618.66	17,618.66
Robert C. Degaravilla	21,253.00	21,253.00	Louis A. Garceau	19,227.44	19,227.44
Joseph Delgrosso	16,461.65	16,461.65	Eileen F. Gardner	15,600.00	15,600.00
Deborah Ann Deliago	3,702.82	3,702.82	Frances Gath	18,915.86	18,915.86
Karen Demers	9,622.98	9,622.98	Robert R. Gaumond	12,089.38	12,089.38
Kathleen Denardo	6,845.12	6,845.12	Louise A. Gearty	13,519.61	13,519.61
Heidi L. Derosa	11,675.30	11,675.30	Dorothy Gerrard	13,592.42	13,592.42
Philip A. Derosa	18,921.86	18,921.86	Andrea J. Gilbert	106.00	106.00
Ronald Desilva	14,548.56	14,548.56	Deborah J. Gile	47.50	47.50
Linda M. Deshler	10,202.04	10,202.04	Barbara J. Gillette	6,750.77	6,750.77
Richard A. Deshler	4,207.82	4,207.82	Geraldine L. Gillette	9,800.98	9,800.98
Patricia Dias	17,900.00	17,900.00	Patricia J. Goodall	3,012.82	3,012.82
James A. Dibella	9,626.98	9,626.98	Diana G. Gould	11,838.42	11,838.42
Eleanor Dipaolo	18,909.86	18,909.86	Gail Graham	9,138.42	9,138.42
Dorothy Doherty	3,303.25	3,303.25	Barbara Greer	1,607.61	1,607.61
Patricia Dolan	9,138.42	9,138.42	Lola B. Grillo	12,866.28	12,866.28
Susan Karen Donald	11,161.58	11,161.58	Maureen C. Gropman	22,143.50	22,143.50
John L. Donoghue	18,852.02	18,852.02	Richard Gropman	21,250.00	21,250.00
Martha R. Doukszewicz	18,987.86	18,987.86	Ruth A. Guarente	954.00	954.00
Barbara G. Duarte	18,903.86	18,903.86	Marilyn Guinane	15,707.72	15,707.72
Edward F. Duffy	2,440.50	2,440.50	Sheila Gurry	18,903.86	18,903.86
Henri A. Dufour	22,283.50	22,283.50	Elsie A. Guyer	17,382.98	17,218.98
Jacqueline Dupont	18,903.86	18,903.86	Linda Hair	17,218.00	17,218.00
Lisamarie Durkin	7,476.84	7,476.84	Yvonne M. Hall	13,592.42	13,592.42
Judith Ann Dziadosz	1,946.50	1,946.84	Gail M. Hamilton	14,896.56	14,896.56
George Economou	18,915.86	18,915.86	Evelyn J. Hannula	3,618.65	3,618.65
Cassandra M. Edell	18,907.86	18,907.86	Sheila Hanrahan	2,976.20	2,976.20
Nancy Ellis	63.00	63.00	Margaret M. Harcourt	17,650.48	17,650.48
Charles Ellison	22,603.00	22,603.00	Margaret Harcourt	26.50	26.50
Alberta E. Erickson	2,190.00	2,190.00	Doris Harrington	3,352.82	3,352.82
Marlene R. Estes	13,389.58	13,389.58	Christine Hassan	19,203.36	19,203.36
Alma Ezekian	22,054.00	22,054.00	Gwen Hedrick	15,882.34	15,882.34
Catherine Fallon	1,075.00	1,075.00	Suzanne Gear	17,193.12	17,193.12
Timothy L. Fallon	10,298.68	10,298.68	John G. Heidenrich	12,967.40	12,967.40
Annina Faraci	19,215.44	19,215.44	Mary Herlihy	18,945.86	18,945.86
Patricia Faro	17,550.00	17,550.00	Paula Hiltz	9,138.42	9,138.42
Nancy Jean Farrey	13,651.02	13,651.02	Susan Hinckley	13,396.56	13,396.56
Martha A. Feran	2,102.00	2,102.00	Carole Holmy	15,395.71	15,395.71
Brenda Finnerty	21,250.00	21,250.00	Ellen Marie Hooper	20.35	20.35
Elaine Fiske	18,903.86	18,903.86	Robert Horgan	21,250.00	21,250.00
Robert Fiske	18,915.86	18,915.86	Dorothy Hudak	19,550.35	19,550.35
Paul Fitzgerald, Jr.	14,310.44	14,310.44	Eliabzeth Irwin	3,303.25	3,303.25
Francis X. Flanagan	22,306.00	22,306.00	Margaret Irwin	10,528.98	10,528.98
Dianne M. Fleming	7,091.51	7,091.51	Maureen Jackman	16,806.28	16,806.28
Sadie Louise Flinn	162.00	162.00	Isabel L. Jankelson	16,426.98	16,426.98
Jesus H. Flores	1,227.50	1,227.50	August P. Jardin	15,694.39	15,694.39
Chester H. Flynn	14,950.92	14,950.92	John F. Jarek	19,451.44	19,451.44
Dorothy Foley	20,557.72	20,557.72	Barbara P. Jasinski	12,250.14	12,250.14
Mary Foley	5,162.64	5,162.64	Charlotte P. Johnson	18,915.86	18,915.86
Marilyn H. Fowler	2,101.25	2,101.25	Roger N. Jubinville	7,200.52	7,200.52

Name of Employee	Base Salary (Including Longevity)	Annual Gross
Jane Juskiewicz	526.15	526.15
George Kalarites	21,680.50	21,680.50
Marcia A. Kalarites	17,910.00	17,910.00
Maureen Kane	6,061.58	6,061.58
James P. Kastritis	15,501.14	15,501.14
Philip F. Kearney	22,050.00	22,050.00
Joanne Kearns	2,642.65	2,642.65
Barbara A. Keefe	3,030.45	3,030.45
Joan E. Kelley	22,448.14	22,448.14
Mary L. Kelly	7,545.66	7,545.66
Sheila Kempler	19,215.44	19,215.44
Francis L. Kennedy	9,599.12	9,599.12
Thomas E. Kennedy	885.00	885.00
Deanne L. Kelley	3,259.10	3,259.10
Linda R. Koretz	9,276.84	9,276.84
Jean B. Kyser	2,122.05	2,122.05
Rachel Killeen	11,907.40	11,907.40
Arlene King	23,250.88	23,250.88
Pauline J. King	19,403.86	19,403.86
William J. Kirwin	11,611.54	11,611.54
Christine Kiss	12,876.84	12,876.84
Ann L. Knower	18,608.80	18,608.80
Patricia Koravos	17,918.00	17,918.00
Christos Koumantzelis	22,544.12	22,544.12
Iris Koumantzelis	18,907.86	18,907.86
Joanna Krainski	21,250.00	21,250.00
Barbara E. Krueger	7,737.99	7,737.99
Gail Kurland	10,111.54	10,111.54
Elizabeth Kyle	21,600.00	21,600.00
Patricia Labillois	470.00	470.00
Shirley Lacasse	2,192.82	2,192.82
Mary Laffey	15,877.02	15,877.02
Peter A. Laflamme	365.00	365.00
Sandra Marie Lambert	900.00	900.00
Alexander Lambroukos	21,077.44	21,077.44
Susan Lamotte	18,903.86	18,903.86
Patricia Lannon	19,346.86	19,346.86
Dorothy Lavallee	8,713.89	8,713.89
Nancy Laws	16,792.28	16,792.28
Frederick Leahy	7,081.52	7,081.52
Henry Lebensbaum	18,905.44	18,905.44
Diane Marie Leblanc	409.75	409.75
Donna Lecam	20,065.44	20,065.44
Alfred Leclair	21,250.00	21,250.00
James L. Leclair	21,374.00	21,374.00
Alice Leduc	11,431.12	11,431.12
Elizabeth Lefthes	12,148.14	12,148.14
James Lennox	21,494.00	21,494.00
Catherine Leonard	17,900.00	17,900.00
Steven Levine	18,449.28	18,449.28
Paula Levis	18,907.86	18,907.86
Ernest J. Lightfoot	1,375.00	1,375.00
Patricia A. Lightfoot	3,312.30	3,312.30
Sharlene Locker	18,909.86	18,909.86
Judith E. Lodi	286.75	286.75
Wade Longley	21,759.00	21,759.00
Raymond Loosen	21,268.00	21,268.00
Roger Lorrey	18,393.36	18,393.36

Name of Employee	Base Salary (Including Longevity)	Annual Gross
Mark Lucey	12,997.40	12,997.40
Janice Lunn	21,600.00	21,600.00
Maria K. Lupien	180.00	180.00
Lorraine A. Lussier	20,365.11	20,365.11
Diane N. Lydon	7,300.92	7,300.92
Arlene Lyons	22,062.90	22,062.90
Anita MacDonald	23,010.84	23,010.84
Robert MacDougall	23,917.58	23,917.58
Irene Mack	18,903.86	18,903.86
Walter Mackey	21,298.00	21,298.00
Debra J. MacNeill	16,880.00	16,880.00
Ruth Maher	2,877.61	2,877.61
Peter W. Majoy	16,556.34	16,556.34
Robert B. Maloney	21,258.00	21,258.00
Anne Maloy	18,939.86	18,939.86
John Maloy	22,082.50	22,082.50
James Manley II	17,900.00	17,900.00
Mark T. Manley	10,779.70	10,779.70
Nathaniel Mann III	7,153.84	7,153.84
Mary Manseau	5,314.36	5,314.36
Robert L. Manzi	24,346.28	24,346.28
Norman Marble	7,644.56	7,644.56
Alice Marcotte	19,153.86	19,153.86
David Marcus	20,486.72	20,486.72
Jennie Marino	21,850.00	21,850.00
Elsa A. Marsh	15,433.86	15,433.86
Louise Martel	22,878.68	22,878.68
Christine E. Martino	8,653.68	8,653.68
Rita L. Masters	5,537.18	5,537.18
Elaine A. Maxwell	7,190.56	7,190.56
Kevin McArdle	22,108.68	22,108.68
Sharon Milenavich	9,380.70	9,380.70
William McAuley	16,396.28	16,396.28
Evelyn D. McCabe	2,163.30	2,163.30
Robert F. McCabe	22,607.58	22,607.58
Mary McCaffrey	2,280.00	2,280.00
Robert McColl	11,838.42	11,838.42
Margaret M. McCretton	532.00	532.00
Pamela McDade	15,106.00	15,106.00
Patricia R. McDonnell	16,860.26	16,860.26
Alice McEdward	18,903.86	18,903.86
Dennis W. McGadden	23,068.86	23,168.86
James K. McGuire	19,619.78	19,619.78
Carolyn A. McLaughlin	18,907.86	18,907.86
Philip D. McLaughlin	1,774.00	1,774.00
Susan McMahan	8,412.86	8,412.86
Maureen McNamara	21,250.00	21,250.00
Doreen M. McNeill	35.00	35.00
Diane N. McSweeney	1,909.45	1,909.45
Brenda McWilliams	16,792.28	16,792.28
Rosemary Merrill	12,270.62	12,270.62
Barbara Mersereau	21,600.00	21,600.00
Bunnie Meyer	17,904.00	17,904.00
Kathleen Mofield	18,963.86	18,963.86
Lynn M. Wanagel	2,379.74	2,379.74
Pamela Moriarty	10,765.26	10,765.26
Therese H. Morin	8,591.41	8,591.41
Mary Louise Morris	18,123.44	18,123.44

Name of Employee	Base Salary (Including Longevity)	Annual Gross	Name of Employee	Base Salary (Including Longevity)	Annual Gross
Edgar A. Mosesian	17,627.98	17,627.98	William Piscione	20,659.24	20,659.24
Richard Mousseau	21,442.84	21,442.84	Hope Place	18,903.86	18,903.86
Jan A. Moynihan	9,640.54	9,640.54	John Porter	22,080.00	22,080.00
David Mullen	21,874.56	21,874.56	Elena Power	120.00	120.00
Elaine Mullen	18,909.86	18,909.86	Sandra Pozniak	20,557.72	20,557.72
Eileen F. Muller	19,110.74	19,110.74	Shari Linda Pressman	14,284.56	14,284.56
Mildred Mulno	21,250.00	21,250.00	Mary A. Primerano	18,115.26	18,115.26
Jean Murch	18,903.86	18,903.86	Stephen Prodanas	21,814.50	21,814.50
Madeline Murphy	18,911.86	18,911.86	Joseph P. Puopolo	16,693.86	16,693.86
Mary Murray	22,179.00	22,179.00	Donna Pupkis	16,937.52	16,937.52
Joseph Musumeci	24,623.86	24,623.86	Kathryn Quinn	18,903.86	18,903.86
Martha Myers	10,063.34	10,063.34	Martha Quinn	21,250.00	21,250.00
Lorraine Nastek	19,182.42	19,182.42	Elise Racicot	16,198.24	16,198.24
Mary A. Nawn	2,085.20	2,085.20	Mary E. Raddatz	1,255.00	1,255.00
Thomas Nawn	7,488.28	7,488.28	Jay B. Razin	20,991.06	20,991.06
Susan E. Neal	12,898.42	12,898.42	Elinor A. Read	21,250.00	21,250.00
Paul D. Neily	7,305.04	7,305.04	Claire Reed	18,254.32	18,254.32
Jeffrey F. Nelson	8,466.22	8,466.22	John Regan	21,606.00	21,606.00
Marylin Neuhaus	16,422.98	16,422.98	Frances Renaud	23,159.86	23,159.86
Carlene Neumann	19,215.44	19,215.44	Gerald Rideout	21,746.16	21,746.16
Ann B. Newton	11,518.02	11,518.02	Maureen Rideout	15,590.90	15,590.90
Brenda Shepherd	18,903.86	18,903.86	Steven C. Roberto	11,013.54	11,013.54
Diane C. Norton	5,852.00	5,852.00	Bonnie L. Roberts	19,892.28	19,892.28
Linda Novelli	22,056.00	22,056.00	Marimargaret Roberts	21,258.00	21,258.00
Felipe P. Novo	2,440.50	2,440.50	Carol Rodgers	21,250.00	21,250.00
Scott R. Noyes	460.00	460.00	Daniel Rogacki	14,390.56	14,390.56
Philip Nyren	21,624.00	21,624.00	Valerie E. Rogers	2,738.38	2,738.38
Brenda A. O'Brien	18,918.86	18,918.86	Cathy Ronan	16,792.28	16,792.28
Daniel G. O'Brien	19,459.16	19,459.16	Mary Jayne Ronan	21,604.00	21,604.00
Marilyn P. O'Brien	22,131.00	22,131.00	Theresa Ross	21,357.72	21,357.72
Norris O'Brien	20,685.70	20,685.70	Susan S. Rubel	10,038.42	10,038.42
Ann O'Hara	18,120.09	18,120.09	Geraldine A. Rubico	9,143.74	9,143.74
Gerard O'Keefe	485.00	485.00	Georgia Ruckledge	21,250.00	21,250.00
Robert O'Keefe	20,557.72	20,557.72	Charles T. Ryan, Jr.	19,893.36	19,893.36
Richard Olsen	18,939.86	18,939.86	George Ryan	2,998.00	2,998.00
Cynthia A. Onoroski	12,324.04	12,324.04	Joan Ryan	18,903.86	18,903.86
Brenda M. Orio	47.25	47.25	Eliazbeth E. Ryder	22.00	22.00
Sue Ellen O'Rourke	4,912.00	4,912.00	Mary Saab	14,369.06	14,369.06
Glen W. Osterman	17,224.00	17,224.00	Agnes Sacramone	14,246.44	14,246.44
John Pacheco	1,350.00	1,350.00	Carol Sagro	22,100.00	22,100.00
Angela M. Packard	18,924.86	18,924.86	Shirley Sanford	17,908.00	17,908.00
Stephanie Pagiavlas	9,959.62	9,959.62	Elizabeth Santos	17,900.00	17,900.00
Diane Paglia	11.10	11.10	Charlotte Sargent	12,985.85	12,985.85
Anthony Palladino	8,382.84	8,382.84	Richard Schadlick	21,250.00	21,250.00
Andrew Pappathan	21,250.00	21,250.00	Linda Schiffman	13,569.12	13,569.12
George Patterson	20,640.16	20,640.16	Susan Scofield	18,356.00	18,356.00
Susan Patterson	18,945.86	18,945.86	Eugene Sdoia	7,354.94	7,354.94
George Paul	6,890.72	6,890.72	Maryann D. Segnini	16,422.98	16,422.98
Frederick Penza	23,550.00	23,550.00	Walter John Selima	12,786.42	12,786.42
Rupel Perkins	650.00	650.00	Ann Sexton	3,303.25	3,303.25
John H. Perrault	22,050.00	22,050.00	Barbara Shamberger	12,332.92	12,332.92
Marjorie A. Petalas	18,368.04	18,368.04	Ann M. Shannon	10,596.28	10,596.28
Mark E. Petros	975.00	975.00	Francis T. Sharkey	1,521.60	1,521.60
Janet L. Phillips	480.00	480.00	Beverly Shattuck	245.00	245.00
Josephine Phillips	9,634.98	9,634.98	Barry F. Sheehan	20,251.44	20,251.44
Elsie S. Piacentini	23,967.14	23,967.14	Eliazbeth A. Sheehan	79.50	79.50
Roger Pilat	19,611.26	19,611.26	Lee A. Sheehan	4,752.00	4,752.00
Claire Piscione	10,724.74	10,724.74	Sandra H. Sheppard	8,212.32	8,212.32

Name of Employee	Base Salary (Including Longevity)	Annual Gross
Margaret Sheridan	16,342.28	16,342.28
Gail Shinberg	22,222.98	22,222.98
Michael Sitar, Jr.	998.00	998.00
Brian Smith	180.00	180.00
Gerald Smith	21,600.06	21,600.06
Joyce C. Smith	16,342.28	16,342.28
Gail Ann Sowosik	10,779.34	10,779.34
Josephine Spada	3,342.82	3,342.82
Judith A. Spano-Davis	11,007.54	11,007.54
Beth Stagnone	320.00	320.00
Rita Stevens	22,082.86	22,082.86
Visilike J. Stevens	2,773.20	2,773.20
Donald Stewart	22,550.50	22,550.50
Constance A. Strand	5,184.74	5,184.74
Patricia Stratis	10,111.54	10,111.54
Carol E. Stys	3,693.00	3,693.00
Carole Sullivan	21,258.00	21,258.00
Dolores A. Sullivan	19,382.64	19,382.64
Donald Sullivan	21,103.72	21,103.72
Laurie Sullivan	8,653.68	8,653.68
Mary L. Sullivan	22,618.86	22,618.86
Michael Sullivan	26,466.54	26,466.54
Rosemary G. Sullivan	2,062.65	2,062.65
Stella F. Sullivan	15,707.72	15,707.72
M. Denise Tanguay	53.00	53.00
Donna L. Tanner	14,332.56	14,332.56
Diane Tardiff	18,945.86	18,945.86
Patricia Tellier	17,900.00	17,900.00
Betty A. Themeles	8,171.41	8,171.41
Christine Themeles	19,261.96	19,261.96
Pamela Theokas Durkin	8,659.68	8,659.68
Susan R. Thorne	7,822.98	7,822.98
Janice M. Tibbetts	580.00	580.00
Priscilla Titus	21,349.50	21,349.50
Elaine Marie Tower	2,642.65	2,642.65
Louise Trahan	18,903.86	18,903.86
William Traveis	23,150.00	23,150.00
Francis Treanor	22,289.00	22,289.00
Andrea Marie Turbini	8,796.84	8,796.84
Mary E. Turcotte	1,934.15	1,934.15
Betty Turner	22,050.00	22,050.00
Verlie Ufford	21,250.00	21,250.00
Mary E. Valle	7,729.60	7,729.60
Nancy Wilson Lanham	5,184.74	5,184.74
Barbara Vitallo	18,903.86	18,903.86
John P. Voss	20,027.44	20,027.44
Beverly Waite	16,792.28	16,792.28
Sheila Walsh	18,903.86	18,903.86
Thomas M. Walsh, Jr.	12,011.30	12,011.30
Corinne M. Ware	180.00	180.00
Karen Ann Ware	20,351.11	20,351.11
Robert A. Ware	160.00	160.00
Monica B. Weir	18,921.86	18,921.86
Sandra Jean Wheaton	21,742.42	21,742.42
Alfred J. White	23,656.14	23,656.14
Anne C. White	12,842.28	12,842.28
Rose M. White	15,877.02	15,877.02
Karen Whittlesey	154.25	154.25

Name of Employee	Base Salary (Including Longevity)	Annual Gross
Roger Whittlesey, Jr.	21,657.56	21,657.56
David Williams	13,174.28	13,174.28
Jacqueline Williamson	6,061.58	6,061.58
Cheryl Winchell	19.25	19.25
Elsie Woolaver	16,757.54	16,757.54
Joan Yaeger	10,489.68	10,489.68
Warren J. Yaeger	17,972.00	17,972.00
Kenneth Young	23,134.14	23,134.14
Jennie Zantuhos	18,907.86	18,907.86
Richard Zbieg	19,190.74	19,190.74
Town of Tewksbury	3,204.87	3,204.87
Richard Abraham	83.00	83.00
George Acritelli	171.00	171.00
Mary Anderson	44.50	44.50
Mark Antinoro	56.00	56.00
Fred Arakalien	30.00	30.00
Leo Avila, Jr.	30.00	30.00
David Axelrod	30.00	30.00
Frank Barbagallo	36.00	36.00
Fred Bellissimo	35.00	35.00
William Blakeney	226.00	226.00
Joseph Bolla	30.00	30.00
George Bossi	33.00	33.00
Eugene R. Bouley	100.00	100.00
Bill Boutilier	35.00	35.00
Robert Briggs	19.00	19.00
Janice Bruce	22.00	22.00
Wayne Burgess	35.00	35.00
Melvin Burt	20.00	20.00
Michael A. Caira	30.00	30.00
Esther Chamberlain	45.00	45.00
Edmund J. Carey	38.00	38.00
Fred Carpenito	78.00	78.00
Kevin Chrusz	35.00	35.00
Lois Carson	33.00	33.00
Sheila Coleman	14.00	14.00
Thomas Carey	25.00	25.00
Walter Copley	20.00	20.00
Samuel Colangelo	68.00	68.00
Hank Corinha	41.00	41.00
Peter R. Cote	94.00	94.00
Leo Creegan	38.00	38.00
Joseph J. Cronin	35.00	35.00
Minas J. Dakos	65.00	65.00
Robert Demaria	42.00	42.00
Gail Deranianian	192.00	192.00
Angelo DiNardo	35.00	35.00
Thomas Donahue	30.00	30.00
Joe D'Orazio	35.00	35.00
William Driscoll	65.00	65.00
Brenden Durkin	81.50	81.50
Frank Durkin	100.00	100.00
Kenneth Eldridge	111.00	111.00
Stuart Fall	35.00	35.00
Joseph Gallagher	44.00	44.00
Richard J. Gearin	20.50	20.50
Edward Geary	69.00	69.00
James Ginolamo	35.00	35.00

Name of Employee	Base Salary (Including Longevity)	Annual Gross	Name of Employee	Base Salary (Including Longevity)	Annual Gross
George Gracie	50.00	50.00	Keith Packard	35.00	35.00
Stuart M. Grant	36.00	36.00	Mario Pagnoni	22.00	22.00
Henry Greaves	188.00	188.00	Danny R. Patenaude	38.00	38.00
Phil Grebinar	41.00	41.00	John A. Paolino	70.00	70.00
Abe Hajjar	65.00	65.00	Donald R. Perkins	35.00	35.00
Roger F. Hardy, Sr.	22.00	22.00	Walter Pero	35.00	35.00
Steve Harris	41.00	41.00	Leonard Perreault	41.00	41.00
Charles H. Hill	22.00	22.00	Nancy Phillips	33.00	33.00
Don Higgins	143.50	143.50	Frank Pilch	35.00	35.00
Kenneth R. Hart	38.00	38.00	Angelo Pistone	76.00	76.00
Cynthia A. Hemenway	22.00	22.00	Paula Poirier	54.00	54.00
John Hollingsworth	35.00	35.00	Fred Polgreen	30.00	30.00
David Hudson	19.00	19.00	Edmund Quinn	41.00	41.00
Tom Humphreys	35.00	35.00	Robert A. Racioppi	38.00	38.00
Phillip G. Howshan	65.00	65.00	Ernie Randolfi	33.00	33.00
Gary Hunt	152.00	152.00	Mark Rawnsley	12.00	12.00
James Iandoli	35.00	35.00	William Rawnsley	41.00	41.00
Guy Anthony Indelicato	14.00	14.00	David M. Ringland	44.00	44.00
Walter A. Janicki	41.00	41.00	David Robinson	22.00	22.00
Ruth Johnson	43.50	43.50	Gerald Robinson	22.00	22.00
Jim Johnson	41.00	41.00	Robert B. Roche	30.00	30.00
Raymond Keefe	44.00	44.00	W.H. Russell	41.00	41.00
Larry Kelliher	76.00	76.00	Tony Russo	93.00	93.00
Barry J. Kittredge	35.00	35.00	Richard Sanchuk	41.00	41.00
Richard Kopycinski	35.00	35.00	Tom Severd	108.00	108.00
Al Lanni	30.00	30.00	David Scott	68.00	68.00
Judith Lee	201.50	201.50	Rick Shannon	108.00	108.00
Gary Lineham	69.50	69.50	Michael Smith	38.00	38.00
Kevin Mahoney	40.00	40.00	Don St Louis	22.00	22.00
William C. Mahoney	32.00	32.00	Richard A. Strong	57.00	57.00
James Mangano	112.00	112.00	Daniel Sullivan	94.00	94.00
Hap Makin	60.00	60.00	William Tague	19.00	19.00
Gene Manley	112.00	112.00	Gail Tatro	176.00	176.00
T.J. McEvoy	35.00	35.00	Roger Taylor	108.00	108.00
William J. McGarth	41.00	41.00	Lorne Thomas	35.00	35.00
Norbert McHale	19.00	19.00	Paul Thornton	60.00	60.00
Lowell Police Pvt. Details	48.00	48.00	Dick Tibbetts	30.00	30.00
Ann McLaughlin	27.00	27.00	Thomas Tobin	20.50	20.50
Kevin McQueen	60.00	60.00	George Trearchis	19.00	19.00
Michael J. McVeigh	35.00	35.00	David Trull	57.00	57.00
Michael M. Menery	41.00	41.00	Barry Urbanski	41.00	41.00
Judy A. Metz	38.00	38.00	Ray Vachon	38.00	38.00
William F. Miller	144.50	144.50	Richard F. Valle	36.00	36.00
Bob Morahan	35.00	35.00	Russ Vitallo	95.00	95.00
John J. Morandi, Jr.	19.00	19.00	Brendan R. Walsh	41.00	41.00
Dana Morrill	36.00	36.00	Virginia Wedge	35.00	35.00
Dennis Murphy	30.00	30.00	Clifford Whalen	19.00	19.00
Dennis J. Murphy	95.00	95.00	Thomas Wourgiotis	76.00	76.00
John F. Murphy	103.50	103.50	Mary C. Anderson	3,566.74	3,566.74
June Murphy	22.00	22.00	Brenda R. Bernat	55.28	55.28
Richard L. Nagle	35.00	35.00	Eleanor Bissett	5,820.31	5,820.31
Kenneth Najem	39.00	39.00	Phyllis Boumel	6,277.15	6,277.15
Suki Noble	88.00	88.00	Barbara Bowden	4,596.84	4,596.84
John J. Noonan	35.00	35.00	Esther Bump	359.13	359.13
James P. O'Connell	35.00	35.00	Judith Carty	2,045.94	2,045.94
James Oliver	41.00	41.00	Anna Casey	4,475.14	4,475.14
Frank Omeara	70.00	70.00	Jean Coiro	2,737.14	2,737.14
Don Overka	35.00	35.00	Marlene Debay	229.60	229.60

Name of Employee	Base Salary (Including Longevity)	Annual Gross	Name of Employee	Base Salary (Including Longevity)	Annual Gross
Dorothy Demarais	5,411.91	5,411.91	Dolores Montecalvo	4,656.22	4,656.22
Eva E. Desharnais	3,657.12	3,657.12	Rose Moore	5,956.15	5,956.15
Eleanor Deveau	2,182.31	2,182.31	Ruth S. Mores	5,806.87	5,806.87
Joan E. Dey	15,535.44	15,535.44	Carol Murch	1,837.20	1,837.20
Ann Deberto	2,353.95	2,353.95	Roberta Y. Nadeau	294.17	294.17
Sara Lou Dias	922.31	922.31	Mildred Narus	2,828.54	2,828.54
Judy Dickinson	3,639.76	3,639.76	Marie Nolan	4,471.63	4,471.63
Antonetta Dicesare	3,726.37	3,726.37	Linda Norton	1,103.75	1,103.75
Marie Defabio	4,657.72	4,657.72	Herta Panepinto	185.95	185.95
Lillian J. Dorr	182.60	182.60	Mary J. Panzino	1,099.85	1,099.85
Beverly Duggan	6.70	6.70	Mildred Patterson	1,890.87	1,890.87
Muriel Ellis	4,954.22	4,954.22	Dorothy Peach	3,015.10	3,015.10
Agnes Fowler	5,005.86	5,005.86	Patricia Perkins	499.19	499.19
June Fowler	2,784.34	2,784.34	Donna Pesce	1,692.45	1,692.45
Carole Friedman	4,629.84	4,629.84	Colleen Porter	4,246.65	4,246.65
Patricia Giasullo	122.26	122.26	Barbara Proulx	92.13	92.13
Margaret Gilbert	4,678.22	4,678.22	Evelyn Rene	3,714.29	3,714.29
Margaret Giordano	4,610.52	4,610.52	Jeannine Rheault	1,260.48	1,260.48
Judith A. Hanlon	3,173.55	3,173.55	Catherine M. Richard	21.70	21.70
Barbara J. Hanson	84.74	84.74	Mary Rochefort	652.74	652.74
Theresa Harrington	5,330.95	5,330.95	Elizabeth Ryder	4,633.37	4,633.37
Eleanor Janice	12.40	12.40	Carol A. Sellitti	3,622.51	3,622.51
Martha Kelleher	5,820.31	5,820.31	Helen Shattuck	4,958.63	4,958.63
Jennie Leblanc	1,792.38	1,792.38	Barbara Stevens	4,752.56	4,752.56
Joan C. Litalien	2,738.46	2,738.46	Barbara Sullivan	31.83	31.83
Diane Lombardi	2,102.52	2,102.52	Shirley A. Sullivan	294.80	294.80
Joan Macarthur	4,656.22	4,656.22	Helen Talbot	1,192.81	1,192.81
Marion Martorella	5,246.84	5,246.84	Ivane Thibodeau	4,656.22	4,656.22
Joanne McKinnon	3,685.71	3,685.71	Marcella Urquhart	4,656.22	4,656.22
Dorothy McNeil	1,728.09	1,728.09	Marcia Vecchi	577.05	577.05
Lorraine McPhee	4,610.52	4,610.52	Marie Verrill	731.25	731.25
Nancy Mello	193.42	193.42	Karen Whittlesey	77.89	77.89
Mildred Mendonca	5,820.31	5,820.31	Carol Woodruff	95.49	95.49
Mary Mercurio	29.32	29.32	Carole E. Young	1,218.58	1,218.58

In Memoriam

MARGORIE B. COGSWELL - (5/2/81) Retired School Cafeteria Worker
 CLARENCE JEWELL - (7/2/81) School Custodian
 RACHEL KILLEEN - (10/24/81) School Nurse
 JAMES DIBELLA - (11/23/81) School Teacher

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Citizens Activity Record

— Good Government Starts With You —

If you are interested in serving on a town committee, please fill out this form and mail to Secretary, Board of Selectmen, Tewksbury, Mass. The filling out of this form in no way assures appointment. All committee vacancies will be filled by citizens deemed most qualified to serve in a particular capacity.

Name.....Home Telephone.....

Address.....Amt. of Time Available.....

Interest in what Town Committees.....

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Present Business Affiliation and Work.....

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Business Experience.....

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Education or Special Training.....

Date Appointed	Town Offices Held	Term Expired
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Remarks.....

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